



Council Memorandum

July 14, 2020

To: Honorable Mayor Hall and Members of the City Council
From: Laura Rocha, Deputy City Manager, Administrative Services
Via: Geoff Patnoe, Assistant City Manager *GP*
Re: **Additional Materials Related to Staff Report Item No. 3 - Revisions to the City of Carlsbad Part-Time Salary Schedule and Approving Pay Increases for Part-Time Employees.**

This memorandum provides information related to staff report Item No. 3 of the July 14, 2020 City Council agenda packet. There was a question regarding the recommended 3% salary increase for part-time employees.

State Senate Bill 3 (SB 3) was passed in 2016 and detailed increases to the states minimum wage over future years. While the minimum wage has increased a minimum of 7% since 2019, our part-time salaries have lagged and have caused compaction within our part-time job families. The state's minimum wage increases are as follows:

- January 1, 2019 — \$12.00 per hour
- January 1, 2020 — \$13.00 per hour
- January 1, 2021 — \$14.00 per hour
- January 1, 2022 — \$15.00 per hour
- January 1, 2023 — up to 3.5% increase based on CPI

In contrast, the city increased part-time employee salaries by 3% on July 1, 2019 and the city is recommending a 3% increase on July 1, 2020. The recommended 3% increase will help address internal compaction issues within part-time job families that have been caused by SB 3.

In addition, all employment groups, classified and unclassified, received pay increases on Jan. 1, 2020, except part-time employees. Part-time employees are the remaining employment group to receive a 2020 pay increase and to maintain consistency with other employment groups, we are recommending a 3% increase that is consistent with CCEA and management employees effective July 1, 2020. The recommended 3% increase is to keep salaries consistent with the market and to minimize significant adjustments in the future.

Human Resources will continue to monitor the market and adjust salary range maximums as necessary.

cc: Scott Chadwick, City Manager
Celia Brewer, City Attorney

Administrative Services Branch

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