



# City of San Leandro

Meeting Date: June 1, 2020

## Staff Report

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**File Number:** 20-191

**Agenda Section:** CONSENT CALENDAR

**Agenda Number:** 8.C.

**TO:** City Council

**FROM:** Jeff Kay  
City Manager

**BY:** Jeff Kay  
City Manager

**FINANCE REVIEW:** Liz Warmerdam  
Interim Finance Director

**TITLE:** Staff Report for a City of San Leandro City Council Resolution to Amend the Non-Represented Part-Time Salary Schedule to Comply with the City's Minimum Wage Ordinance

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### SUMMARY AND RECOMMENDATIONS

Staff recommends that the City Council adopt a resolution amending the San Leandro Non-Represented Part-Time salary schedules. Revisions to the Non-Represented Part-Time salary schedule include increasing hourly rates to comply with the City's Minimum Wage Ordinance.

### DISCUSSION

In 2017, the City began phasing in its new minimum wage, as provided by City Ordinance 2016-010. The City's ordinance raised the hourly minimum wage to \$12.00 in 2017, \$13.00 in 2018, and \$14.00 in 2019. The minimum wage will increase to \$15.00 per hour effective July 1, 2020, which is the final increase as stipulated in the adopted ordinance. The salary schedule has been adjusted to incorporate the increased hourly rate and to prevent compaction between classifications. Non-represented part-time employees are primarily seasonal or temporary staff employed in the City's Recreation and Human Services Department and the Library Department.

### Fiscal Impacts

The funds for the minimum wage increase have been included in the Proposed FY 2020-21 budget.

**PREPARED BY:** Emily Hung, Human Resources Manager, City Manager's Office

CITY OF SAN LEANDRO  
 Non-Represented Part-Time Salary Schedule  
 Effective 7/1/2020

Approved by City Council 06/04/2018  
 Last revised 05/20/2019

SR	CLASSIFICATION	Step 1	Step 2	Step 3	Step 4	Step 5
61	No classification falls within range	31.95	33.55	35.23	36.99	38.84
60	No classification falls within range	31.17	32.73	34.37	36.09	37.89
59	No classifications falls within range	30.43	31.95	33.55	35.23	36.99
58	Recreation Specialist III	29.69	31.17	32.73	34.37	36.09
57	Recreation Specialist III	28.98	30.43	31.95	33.55	35.23
56	No classification falls within range	28.28	29.69	31.17	32.73	34.37
55	No classification falls within range	27.60	28.98	30.43	31.95	33.55
54	No classification falls within range	26.93	28.28	29.69	31.17	32.73
53	No classification falls within range	26.29	27.60	28.98	30.43	31.95
52	No classification falls within range	25.65	26.93	28.28	29.69	31.17
51	No classification falls within range	25.04	26.29	27.60	28.98	30.43
50	Recreation Specialist II Office Assistant V	24.43	25.65	26.93	28.28	29.69
49	Recreation Specialist II Office Assistant V	23.84	25.04	26.29	27.60	28.98
48	No classification falls within range	23.26	24.43	25.65	26.93	28.28
47	No classification falls within range	22.71	23.84	25.04	26.29	27.60
46	No classification falls within range	22.16	23.26	24.43	25.65	26.93
45	No classification falls within range	21.63	22.71	23.84	25.04	26.29
44	No classification falls within range	21.10	22.16	23.26	24.43	25.65
43	No classification falls within range	20.60	21.63	22.71	23.84	25.04
42	Office Assistant IV	20.10	21.10	22.16	23.26	24.43
41	Office Assistant IV Recreation Specialist I	19.62	20.60	21.63	22.71	23.84
40	Recreation Specialist I	19.14	20.10	21.10	22.16	23.26
39	No classification falls within range	18.68	19.62	20.60	21.63	22.71
38	No classification falls within range	18.23	19.14	20.10	21.10	22.16
37	No classification falls within range	17.79	18.68	19.62	20.60	21.63
36	College Intern Maintenance Assistant III Office Assistant III	17.36	18.23	19.14	20.10	21.10
35	College Intern Maintenance Assistant III Office Assistant III	16.95	17.79	18.68	19.62	20.60
34	No classification falls within range	16.53	17.36	18.23	19.14	20.10
33	No classification falls within range	16.14	16.95	17.79	18.68	19.62
32	High School Intern	15.74	16.53	17.36	18.23	19.14
31	High School Intern Maintenance Assistant II Office Assistant II Recreation Leader	15.37	16.14	16.95	17.79	18.68
30	Community Crossing Guard Maintenance Assistant I Office Assistant I Recreation Leader	15.00	15.74	16.53	17.36	18.23



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## Resolution - Council

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**File Number:** 20-192

**Agenda Section:** CONSENT CALENDAR

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**TO:** City Council

**FROM:** Jeff Kay  
City Manager

**BY:** Jeff Kay  
City Manager

**FINANCE REVIEW:** Liz Warmerdam  
Interim Finance Director

**TITLE:** RESOLUTION of the City of San Leandro City Council to Amend the Non-Represented Part-Time Salary Schedule to Comply with the City's Minimum Wage Ordinance

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WHEREAS, the City Council approved Ordinance No. 2016-010 accelerating the implementation of the Statewide Minimum Wage; and

WHEREAS, the City minimum wage will be \$15.00 per hour effective July 1, 2020; and

WHEREAS, the salary ranges for all non-represented part-time classifications have been adjusted to accommodate the new minimum wage and prevent compaction among classifications.

NOW, THEREFORE, the City Council of the City of San Leandro does RESOLVE as follows:

That the Non-Represented Part-Time Salary Schedule is hereby amended to reflect a salary increase coincident with the City's Minimum Wage Ordinance; and

That the Non-Represented Part-Time Salary Schedule, attached hereto, is made a part hereof.