



Legislation Details (With Text)

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Title: Adopt a Resolution Approving Amendments to the Non-Represented Part-Time Salary Schedule to Include a Wage Adjustment and to Add the Classification of Lifeguard, and Amending the San Leandro City Employees' Association Salary Schedule to Add the Classification of Museum Curator

Sponsors: Emily Hung

Indexes:

Code sections:

Attachments: 1. Att A - Resolution Non-Represented Part-Time Salary Schedule, 2. Att B - Non-Rep PT SS, 3. Att C - SLCEA SS

Date	Ver.	Action By	Action	Result
12/5/2022	1	City Council	Received and Filed	Pass

Adopt a Resolution Approving Amendments to the Non-Represented Part-Time Salary Schedule to Include a Wage Adjustment and to Add the Classification of Lifeguard, and Amending the San Leandro City Employees' Association Salary Schedule to Add the Classification of Museum Curator

COUNCIL PRIORITY

- Infrastructure

SUMMARY

Effective January 1, 2023, California's minimum wage rate will rise to \$15.50 per hour, which will require a wage adjustment to the City of San Leandro's Non-Represented Part-Time employees' salary schedule. New classifications are also proposed to address evolving staffing challenges and recruiting for unique qualifications.

RECOMMENDATION

Staff recommends that the City Council adopt a resolution amending the San Leandro Non-Represented Part-Time salary schedule to include a 3.25% wage adjustment. New classifications of Lifeguard and Museum Curator are also proposed for addition to the Non-Represented Part-Time and the San Leandro City Employees' Association salary schedules respectively.

BACKGROUND

San Leandro Non-Represented Part-Time Salary Schedule

The City's lowest hourly rate is currently \$15.30, which was effective July 1, 2022. To comply with the state's minimum wage increase to \$15.50, a three and one-quarter percent (3.25%) wage increase is recommended for non-represented part-time employees to be effective January 1, 2023.

A new classification of Lifeguard is proposed for the Non-Represented Part-Time salary schedule. The proposed salary range is \$17.44-\$21.19 per hour.

San Leandro City Employees' Association Salary Schedule

A new classification of Museum Curator is proposed to focus on overseeing exhibits and education programs at the San Leandro History Museum. The proposed salary range is \$6,281-\$7,635 per month.

Analysis

The proposed wage adjustment increase for non-represented part-time employees is consistent with the wage increase approved by the City Council for the San Leandro City Employees' Association (SLCEA). The increase will provide a competitive wage to retain and attract part-time employees.

Currently, lifeguards are hired under the classification of Recreation Leader. A separate Lifeguard classification will recognize the specialized training and certification that lifeguards are required to undergo and maintain. The proposed classification and salary will also assist with recruiting lifeguards, which has become a significant challenge due to the pandemic. Since individuals were not able to train or renew certifications for nearly two years, there is a shortage of qualified lifeguards.

Oversight of the San Leandro History Museum exhibits and programs has historically been performed by a Librarian. A Museum Curator classification will better recognize the relevant education and experience that is required and assist with recruiting for a newly vacant position.

Board/Commission Review and Actions

The Personnel Relations Board approved the Museum Curator classification specification on October 20, 2022, and the Lifeguard classification specification on November 10, 2022.

Financial Impacts

The proposed action will result in a budgetary impact to the City's General Fund unrestricted fund balance and will require Council appropriation of \$19,612.00 for the remainder of Fiscal Year 2022-2023 to the corresponding salaries.

ATTACHMENTS

Attachment A: Resolution of the City of San Leandro City Council to Amend the Non-Represented Part-Time and San Leandro City Employees' Association Salary Schedules

Attachment B: Non-Represented Part Time Employee salary schedule

Attachment C: San Leandro City Employees salary schedule

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