



City of Culver City

Mike Balkman
Council Chambers
9770 Culver Blvd.
Culver City, CA 90232
(310) 253-5851

Staff Report Details (With Text)

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On agenda: 1/8/2024 **Final action:**

Title: CC - CONSENT ITEM: Adoption of a Resolution Approving the Salary Schedule for Non-Benefited Employees (NBNE) in Accordance with the State of California Minimum Wage Increase Effective January 1, 2024.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 2024_01_08_ATT 1_Minimum Wage Resolution and NBNE Salary Schedule.pdf

Date	Ver.	Action By	Action	Result
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CC - CONSENT ITEM: Adoption of a Resolution Approving the Salary Schedule for Non-Benefited Employees (NBNE) in Accordance with the State of California Minimum Wage Increase Effective January 1, 2024.

Meeting Date: January 8, 2024

Contact Person/Dept.: Stephanie Condran / Human Resources Department
Phone Number: (310) 253-5640

Fiscal Impact: Yes No **General Fund:** Yes No

Attachments: Yes No

Public Notification: (E-Mail) Meetings and Agendas - City Council (01/03/2024)

Department Approval: Dana Anderson, Human Resources Director (12/21/2023)

RECOMMENDATION

Staff recommends the City Council adopt a resolution approving the salary schedule for non-benefited employees (NBNE), in accordance with the State of California minimum wage increase, effective January 1, 2024.

BACKGROUND/DISCUSSION

California State Minimum Wage

In accordance with California State Law, the City increased the minimum wage rate to \$16.00 per hour for all employers, effective January 1, 2024. The following classifications have been impacted by the minimum wage increase and must be adjusted to remain in compliance with the California State Law.

- Cashier Plunge
- Lifeguard
- Lifeguard/Swim Instructor
- Recreation Leader I, II, Senior Recreation Leader, and Recreation Specialist
- Student Worker I, II, and III

A resolution containing the updated NBNE salary schedule reflecting the City classifications that have been impacted by the minimum wage increase is included with this staff report as Attachment 1.

FISCAL ANALYSIS

The annual fiscal impact of the State minimum wage increase to \$16.00 per hour is 0.33% effective January 1, 2024 and equates to approximately \$58,000 for Fiscal Year 2023-2024. The Adopted Budget for Fiscal Year 2023-2024 includes sufficient funding to cover the increase.

ATTACHMENTS

1. 2024_01_08_ATT 1_Minimum Wage Increase_2024 NBNE Resolution and Salary Schedule

MOTIONS

That the City Council:

Adopt a resolution approving the salary schedule for Non-Benefited Employees in accordance with the State of California Minimum Wage increase, effective January 1, 2024.