



# City of Culver City

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## Staff Report

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**File #:** 24-536, **Version:** 1

**Item #:** C-4.

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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)

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### **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.