



Town of Yountville

6550 Yount Street
Yountville, CA 94599

Staff Report

Agenda Item #: {{section.number}}A

Yountville Town Council Staff Report

DATE: October 18, 2022

TO: Mayor and Town Council

FROM: Julie Baldia, Deputy Director of Human Resources and IT

PREPARED BY: Julie Baldia, Deputy Director of Human Resources and IT

SUBJECT:

Adopt Resolution Number 22-4149 Approving revised part-time salary schedule implementing increased minimum wage requirement and increase to Maintenance Assistant salary range, effective January 1, 2023.

DISCUSSION/BACKGROUND

The Town Manager oversees the Classification Plan for all Town employees and shall make recommendations to the Council from time to time when changes are deemed necessary. The revised part-time salary schedule reflects implementation of the mandatory minimum wage increase requirement that is scheduled to take effect on January 1, 2023.

California Labor Code section 1182.12 requires the state to determine annually if the minimum wage rate should be adjusted for inflation, beginning in 2023. This year, although the relevant consumer price index (CPI) increased 7.9 percent, the provisions of section 1182.12 limited the minimum wage increase to 3.5 percent. The annual cost-of-living increase to the state's minimum wage is part of a law enacted in 2016, SB3. That law phased in a \$15 per hour minimum wage over a six-year period, which the town met those requirements in 2022.

Review of the Part Time Salary Schedule revealed that the salary range of the Maintenance Assistant position is below market value for this type of position. A salary range adjustment has been made to this range. It is important reflect the wage increase across the board to all part-time positions in order to remain competitive while recruiting.

ENVIRONMENTAL REVIEW

Not Applicable

FISCAL IMPACT

Is there a Fiscal Impact? Yes

Is it Currently Budgeted? Yes

Where is it Budgeted? Budgeted in Public Works and Parks and Recreation.

Is it Mandatory or Discretionary? Mandatory

Is there a Staff Resource Impact? Nominal

STRATEGIC PLAN GOAL

Is item Identified in Strategic Plan? No

If yes, Identify Strategic Goal and Objective. N/A

Briefly Explain Relationship to Strategic Plan Goal and Objective. N/A

RECOMMENDATION

Adopt Resolution Number 22-4149 approving revised part-time salary schedule implementing increased minimum wage requirement and increase to Maintenance Assistant salary range, effective January 1, 2023.