

## AGENDA REPORT



Meeting Date: November 20, 2018  
Agenda Item # 7  
City Manager Approval: *RLC*

**TO:** Honorable Mayor and Members of the City Council

**FROM:** Rick Crabtree, City Manager/Attorney

**SUBJECT:** Amended Hourly Pay for Parks & Rec, Pool and Community Center

**RECOMMENDED COUNCIL ACTION:**

Staff recommends that the City Council adopt Resolution No. 27-2018 that will amend the hourly pay schedule for Parks and Recreation, the Pool and the Community Center employees not covered by a bargaining unit and rescind the prior Resolution No. 33-2016 adopted December 20, 2016.

**SUMMARY:**

State minimum wage increases have rendered Resolution 33-2016 obsolete. A new resolution is required to update compensation for the part time employees within the Parks and Recreation Department, the Pool and the Community Center. These employees are not covered by a bargaining unit.

**PREVIOUS COUNCIL ACTION:**

On December 20, 2016 the Council adopted Resolution 33-2016, approving rates of compensation for certain part-time employees not represented by a union.

**DISCUSSION:**

The pay rates for Scorekeepers, Recreation Leaders, Lifeguards and Cashiers need to be increased because the low end of the current scale is below minimum wage. Effective January 1, 2019, the State minimum wage rises from \$11/hour to \$12/hour.

**CITY FISCAL IMPACT:**

The pay increases will result in minimal, if any, costs to the departments. Therefore, staff is not requesting a supplemental appropriation at this time.

**RESOLUTION NO. 27-2018**

**AMENDED HOURLY PAY FOR PARKS & REC, POOL AND COMMUNITY CENTER**

WHEREAS, the City Council has previously adopted and amended compensation plans including rates and ranges by Resolution; and

WHEREAS, the California minimum wage will rise from \$11/hour to \$12/hour effective January 1, 2019; and

WHEREAS, it is necessary to adjust the City's hourly pay scales due to the increases in the minimum wage; and

WHEREAS, the City hourly employees affected by the changes set forth herein are not members of a recognized bargaining unit;

NOW THEREFORE be it resolved that the City Council of the City of Red Bluff approves and adopts, effective with the City pay period beginning December 29, 2018, the changes to the City's hourly pay schedule for Parks and Recreation, Pool and the Community/Senior Center employees reflected below as follows:

<b>JOB CLASSIFICATION</b>	<b>COMPENSATION RANGE (HOURLY)</b>
<b>RECREATION</b>	
Basketball Officials	\$16.00 - \$30.00
Softball Officials	\$16.00 - \$30.00
Scorekeepers	\$12.00 - \$14.00
Recreation Coordinator	\$13.00 - \$15.00
Recreation Leader (incl. Gym Supervisor)	\$12.00 - \$14.00
Recreation Maintenance Worker	\$13.00 - \$15.00
Special Interest Instructors	\$12.00 - \$20.00
<b>SWIMMING POOL</b>	
Pool Manager	\$16.00 - \$19.00
Assistant Pool Manager	\$15.00 - \$17.00
Head Lifeguard	\$13.50 - \$16.00
Lifeguard II (WSI)	\$14.00 - \$16.00
Lifeguard	\$13.00 - \$15.00
Cashier/ Concessionaire	\$12.00 - \$13.00
<b>COMMUNITY CENTER</b>	
Maintenance/Facility Worker	\$13.00 - \$15.00

The foregoing resolution was adopted at a regular meeting of the City Council of the City of Red Bluff held on November 20, 2018, by the following vote:

<b>RESULT:</b>	<b>APPROVED [UNANIMOUS]</b>
<b>MOVER:</b>	Clay Parker, Council Member
<b>SECONDER:</b>	Amanda Jenkins, Council Member
<b>AYES:</b>	Parker, Schmid, Jenkins, Eyestone, Jones



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Daniele Eyestone, Mayor

ATTEST:



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Anita Rice, Deputy City Clerk

## AGENDA REPORT



Meeting Date: November 20, 2018  
Agenda Item # 8  
City Manager Approval: *RLC*

**TO:** Honorable Mayor and Members of the City Council  
**FROM:** Ray Barber, Fire Chief  
**SUBJECT:** Reserve Firefighter Hourly Pay Schedule

**RECOMMENDED COUNCIL ACTION:**

Staff recommends that the City Council adopt Resolution 28-2018, approving the proposed hourly pay schedule for the Reserve Firefighters and Engineers not covered by the bargaining unit, effective December 29, 2018.

**SUMMARY:**

The proposed hourly wage changes reflect the increase in the minimum wage from \$11/hour to \$12/hour effective January 1, 2019. The current pay schedule does not reflect the coming Minimum Wage changes. The proposed Resolution will increase each step by \$1.00 per hour over the current pay schedule.

**PREVIOUS COUNCIL ACTION:**

On December 19, 2017 the City Council voted to provide a pay increase for the fire department Reserve Firefighters and Reserve Engineers.

**DISCUSSION:**

The Minimum Wage is increasing to \$12/hour on January 1, 2019. The City's current Reserve Firefighters and Reserve Engineers pay schedule must be adjusted in order for the City to be in compliance. Each salary level reflects a proposed increase of \$1/hour.

**CITY FISCAL IMPACT:**

The increase was included in the budget.

**RESOLUTION NO. 28-2018**

**RESERVE FIREFIGHTER HOURLY PAY SCHEDULE**

WHEREAS, the City Council has previously adopted and amended compensation plans including rates and ranges by resolution; and

WHEREAS, the California minimum wage will rise from \$11/hour to \$12/hour effective January 1, 2019; and

WHEREAS, it is necessary to adjust the City's hourly pay scales due to the increases in the minimum wage; and

WHEREAS, the City hourly employees affected by the changes set forth herein are not members of a recognized bargaining unit;

NOW THEREFORE be it resolved that the City Council of the City of Red Bluff approves and adopts, effective with the City pay period beginning December 29, 2018, the changes to the City's hourly pay schedule for the Red Bluff Fire Department Reserve Firefighters and Engineers reflected below:

<b>JOB CLASSIFICATION</b>	<b>PAY RATE (HOURLY)</b>
<b>FIRE DEPARTMENT</b>	
Reserve Firefighters	
Years 0-2	\$12.00
Years 3-4	\$12.50
Years 5-6	\$13.50
Years 6- thereafter	\$14.50
Reserve Engineers	
Years 0-2	\$12.50
Years 3-4	\$13.00
Years 5-6	\$14.00
Years 6- thereafter	\$15.00

The foregoing resolution was adopted at a regular meeting of the City Council of the City of Red Bluff held on November 20, 2018, by the following vote:

<b>RESULT:</b>	<b>ADOPTED [4 TO 1]</b>
<b>MOVER:</b>	Clay Parker, Council Member
<b>SECONDER:</b>	Amanda Jenkins, Council Member
<b>AYES:</b>	Clay Parker, Amanda Jenkins, Daniele Eyestone, Gary Jones
<b>NAYS:</b>	Robert Schmid



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Daniele Eyestone, Mayor

ATTEST:



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Anita Rice, Deputy City Clerk