

SUPPLEMENTAL INFORMATION

AGENDA ITEM XIII.3

Part-time Salary Adjustment Resolution with
Exhibit "A"

November 13, 2018

RESOLUTION NO. 18-XXX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HERCULES APPROVING A NEW SALARY SCHEDULE FOR PART-TIME EMPLOYEES WITH A 4.5% COST OF LIVING ADJUSTMENT, A ONE-TIME RETENTION BONUS, AND TO COMPLY WITH THE NEW MINIMUM WAGE AS OF JANUARY 1, 2019.

WHEREAS, represented part time employees were provided with a Cost of Living Adjustment (COLA) of 4.5% as of July 1, 2018, and a 5% one-time retention bonus as were other employees; and

WHEREAS, the State of California is increasing the minimum wage to \$12.00 an hour effective January 1, 2019; and

WHEREAS, in order to provide non-represented part time employees with the same COLA as represented part time employees, and a 5% one-time retention bonus to those unrepresented part-time employees who worked 900 or more hours in the 2017/18 fiscal year; and to comply with the new minimum wage requirements, the new part time salary schedule will be effective the pay period commencing November 4, 2018; and,

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hercules that the City Council hereby approve a Part-Time Salary Schedule as attached hereto as Exhibit A to address the increase in minimum wage and to adjust part-time salaries as necessary and desirable.

The foregoing Resolution was duly and regularly adopted at a regular meeting of the City Council of the City of Hercules held on the 13th day of November, 2018 by the following vote of the Council:

AYES: Council Members:

NOES:

ABSTAIN:

ABSENT:

ATTEST:

Chris Kelley, Mayor

Lori Martin, MMC
City Clerk

Part-Time Salary Schedule Effective , 2018

GRADE	PT1		GRADE	PT2		GRADE	PT3		GRADE	PT4	
	Annual	Hourly		Annual	Hourly		Annual	Hourly		Annual	Hourly
Step 1	Not in use		Step 1	22,714.12	11.4950	Step 1	23,082.30	11.6813	Step 1	24,928.95	12.6159
Step 2			24,943.61	12.6233	Step 2	24,236.41	12.2654	Step 2	26,175.40	13.2467	
Step 3			26,190.79	13.2545	Step 3	25,448.23	12.8787	Step 3	27,484.17	13.9090	
Step 4			27,500.33	13.9172	Step 4	26,720.64	13.5226	Step 4	28,858.38	14.6044	
Step 5			28,875.35	14.6130	Step 5	28,056.67	14.1987	Step 5	30,301.30	15.3347	
Step 6			30,319.12	15.3437	Step 6	29,459.51	14.9087	Step 6	31,816.36	16.1014	
GRADE	PT5		GRADE	PT6		GRADE	PT7		GRADE	PT8	
	Annual	Hourly		Annual	Hourly		Annual	Hourly		Annual	Hourly
Step 1	26,923.05	13.6250	Step 1	29,077.17	14.7152	Step 1	31,403.30	15.8924	Step 1	33,915.69	17.1638
Step 2	28,269.20	14.3063	Step 2	30,531.03	15.4509	Step 2	32,973.47	16.6870	Step 2	35,611.48	18.0220
Step 3	29,682.66	15.0216	Step 3	32,057.58	16.2235	Step 3	34,622.14	17.5213	Step 3	37,392.05	18.9231
Step 4	31,166.79	15.7727	Step 4	33,660.46	17.0346	Step 4	36,353.25	18.3974	Step 4	39,261.65	19.8693
Step 5	32,725.13	16.5613	Step 5	35,343.48	17.8864	Step 5	38,170.91	19.3173	Step 5	41,224.74	20.8627
Step 6	34,361.39	17.3894	Step 6	37,110.66	18.7807	Step 6	40,079.46	20.2831	Step 6	43,285.97	21.9059
GRADE	PT9		GRADE	PT10		GRADE	PT11		GRADE	PT12	
	Annual	Hourly		Annual	Hourly		Annual	Hourly		Annual	Hourly
Step 1	36,629.00	18.5369	Step 1	39,559.32	20.0199	Step 1	42,724.02	21.6215	Step 1	46,141.88	23.3512
Step 2	38,460.45	19.4638	Step 2	41,537.29	21.0209	Step 2	44,860.22	22.7025	Step 2	48,448.97	24.5187
Step 3	40,383.47	20.4370	Step 3	43,614.16	22.0719	Step 3	47,103.23	23.8377	Step 3	50,871.42	25.7446
Step 4	42,402.64	21.4588	Step 4	45,794.86	23.1755	Step 4	49,458.39	25.0296	Step 4	53,414.99	27.0319
Step 5	44,522.77	22.5318	Step 5	48,084.61	24.3343	Step 5	51,931.31	26.2810	Step 5	56,085.74	28.3835
Step 6	46,748.91	23.6584	Step 6	50,488.84	25.5510	Step 6	54,527.88	27.5951	Step 6	58,890.03	29.8026
GRADE	PT13		GRADE	PT14		GRADE	PT15		GRADE	PT16	
	Annual	Hourly		Annual	Hourly		Annual	Hourly		Annual	Hourly
Step 1	49,833.13	25.2192	Step 1	53,819.87	27.2368	Step 1	58,125.43	29.4157	Step 1	62,775.43	31.7689
Step 2	52,324.78	26.4802	Step 2	56,510.86	28.5986	Step 2	61,031.70	30.8865	Step 2	65,914.20	33.3574
Step 3	54,941.02	27.8042	Step 3	59,336.40	30.0285	Step 3	64,083.29	32.4308	Step 3	69,209.91	35.0253
Step 4	57,688.07	29.1944	Step 4	62,303.23	31.5300	Step 4	67,287.45	34.0524	Step 4	72,670.40	36.7765
Step 5	60,572.48	30.6541	Step 5	65,418.39	33.1065	Step 5	70,651.83	35.7550	Step 5	76,303.92	38.6153
Step 6	63,601.10	32.1868	Step 6	68,689.31	34.7618	Step 6	74,184.42	37.5427	Step 6	80,119.12	40.5461
GRADE	PT17		Part-time Positions:		Grade	Grade		Grade			
	Annual	Hourly	Administrative Secretary	PT12	Intern Admin/Eng/Planning	PT4	Recreation Specialist	PT6			
Step 1	67,797.52	34.3105	Aquatics Pool Manager	PT9	Lifeguard/Swim Instructor I	PT3	Senior Lifeguard	PT6			
Step 2	71,187.39	36.0260	Children's Program Aide	PT2	Lifeguard/Swim Instructor II	PT5	Senior Recreation Leader	PT4			
Step 3	74,746.76	37.8273	Children's Program Leader I	PT5	Office Assistant I	PT3	Sports Coach/Referee	PT2			
Step 4	78,484.10	39.7187	Children's Program Leader II	PT7	Office Assistant II	PT5	Swim Coach	PT7			
Step 5	82,408.31	41.7046	Children's Program Leader III	PT8	Parking Enforcement Officer	PT11					
Step 6	86,528.72	43.7898	Facility Attendant	PT2	Recreation Leader III	PT9					

*Rates based on 1,976 annual hours worked.