

# Capitola City Council

## Agenda Report



**Meeting:** November 21, 2023

**From:** City Manager Department

**Subject:** Temporary/Hourly Employee Pay Schedule

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Recommended Action: Adopt a resolution amending the temporary/hourly employee pay schedule.

Background: The City of Capitola employs temporary/hourly employees to provide services to the community. Most of these positions are in the Recreation Division, though other City departments also occasionally employ hourly positions. Temporary employees work either part-time or on a seasonal basis for a limited number of hours per fiscal year and are not regular City employees. Temporary employees are not represented by any Union, are not subject to any existing memorandum of understanding (MOU), and are not eligible for City healthcare or retirement benefits. For this reason, any wage increases are enacted by City Council action separate from the adoption of MOUs for other City bargaining groups.

Discussion: The City Council last adjusted the temporary pay schedule in November 2022 to take effect January 1, 2023. Staff recommends increasing the temporary/hourly pay schedule by 3.2% to remain in compliance with California minimum wage requirements. If approved, the salary schedule would take effect on January 1, 2024. There are no classifications being added to the schedule, however, minor modifications have been made to better reflect current Capitola employment practices.

Fiscal Impact: The increase to the temporary/hourly employee pay schedule was anticipated when preparing for the Fiscal Year 2023-2024 Budget; the adopted budget accounts for this increase.

Attachments:

1. Resolution
2. Proposed pay schedule

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Reviewed By: Julia Gautho, City Clerk; Jim Malberg, Finance Manager

Approved By: Jamie Goldstein, City Manager