

Capitola City Council

Agenda Report

Meeting: November 10, 2022

From: City Manager Department

Subject: Update Hourly and Seasonal Salary Schedule



Recommended Action: Adopt the proposed resolution amending the hourly and seasonal Pay Schedule.

Background: The City of Capitola employs hourly and seasonal jobs to help provide services to the community. Most hourly and seasonal positions are within the Recreation Division, however other city departments use hourly and seasonal positions as well. Hourly and seasonal employees work either part-time or on a seasonal basis and are not considered regular employees; these employees are unrepresented by any Union and are not subject to any existing memorandum of understanding (MOUs). For this reason, any wage increases are enacted by City Council action separate from the adoption of MOUs for other City bargaining groups.

Discussion: Council last adjusted the hourly and seasonal employees pay schedule in December 2021, to comply with State minimum wage requirements. At this time staff recommends increasing the pay schedule by 3% to help maintain competitiveness when recruiting to fill positions. There are no classifications being added to the schedule.

Fiscal Impact: The increase to the hourly and seasonal employee pay schedule was anticipated when preparing the Fiscal Year 2022-2023 budget and the adopted budget already accounts for this increase.

Attachments:

1. Proposed resolution

Report Prepared By: Chloé Woodmansee, Assistant to the City Manager

Reviewed By: Jim Malberg, Finance Director; Samantha Zutler, City Attorney

Approved By: Jamie Goldstein, City Manager