



Agenda Item

City Council

Item #: 2.8.

12/10/2024

File #: 24-0527

TO: Honorable Mayor and Members of the City Council

THRU: Tom Kisela, City Manager

FROM: Monica Espinoza, Human Resources Director

1. SUBJECT

Part-Time and Limited Duration employees' classification, compensation, and terms of employment for the period of January 1, 2025 through December 31, 2025 and Citywide Pay Schedule. Resolution Nos. 11587 and 11588.

2. SUMMARY

Resolution No. 11587 amends the compensation and terms of employment for the City's Part-Time and Limited Duration employees for the period of January 1, 2025 through December 31, 2025.

Resolution No. 11588 amends the Citywide Pay Schedule in accordance with the requirements of the California Code of Regulations, Title 2, Section 570.5.

3. RECOMMENDED ACTION

1. Adopt Resolution No. 11587. A Resolution of the City Council of the City of Orange repealing Resolution No. 11503 and amendments thereto and approving provisions relating to the classification, compensation, and terms of employment of Part-Time and Limited Duration employees effective January 1, 2025 through and including December 31, 2025.
2. Adopt Resolution No. 11588. A Resolution of the City Council of the City of Orange Rescinding Resolution No. 11578 and amending the Citywide Pay schedule in accordance with the requirements of California Code of Regulations, Title 2, Section 570.5.

4. FISCAL IMPACT

The total cost is \$20,718 and will be funded through the General Fund. These adjustments are currently included in the Fiscal Year 2024-25 budget.

5. STRATEGIC PLAN GOALS

Goal 1: Provide for a safe community

- a: Provide staffing and resources to deliver services that ensure public safety.

Goal 4: Provide outstanding public service

- e: Attract, retain and develop quality employees dedicated to public service.

6. DISCUSSION AND BACKGROUND

There are 70 part-time and limited duration employees on payroll who are covered by this Resolution, most of which are currently inactive. The vast majority of these employees serve in positions that are either limited duration, seasonal (summer only), or part-time with a work schedule of 19 hours per week or less. Employees covered by the City's Part-time and Limited Duration Resolution are considered unrepresented and therefore do not bargain collectively for salary, benefits, and other terms and conditions of employment.

Effective January 1, 2025, a minimum wage increase will be triggered by the rate of inflation in the State of California, setting a new minimum wage from \$16.00 to \$16.50 per hour. Four of our classifications are paid less than the new minimum wage. Staff therefore recommends adjusting salary levels for those impacted positions and their associated classifications with an effective date of December 29, 2024 to comply with the new mandate.

The following changes will be implemented should Council approve the attached Resolution:

Minimum Wage Increases

- a) Ambulance Operator (from \$2,783 to \$2,868 per month, \$16.06 to \$16.55 per hour);
- b) Police Reserve Series: Police Reserve Officer III (from \$16.06 to \$16.55 per hour), Police Reserve Officer II (from \$17.22 to \$17.74 per hour), and Police Reserve Officer I (from \$21.02 to \$21.66 per hour);
- c) Recreation Services Leader Series: Recreation Services Leader I (from \$16.06 to \$16.55 per hour), Recreation Services Leader II (from \$17.74 to \$18.28 per hour), and Recreation Services Leader III (from \$19.61 to \$20.20 per hour); and
- d) Swimming Attendant (from \$16.06 to \$16.55 per hour).

Language Changes

The Resolution incorporates language clean-up that conforms to current practices; i.e. Update/modification to the Public Employees' Medical and Hospital Care Act statutory rate (adjusted annually by the California Public Employees' Retirement System), medical insurance eligibility, working out of classification provision, elimination of obsolete School Crossing Guard classifications, and retitle of Police Academy Trainee classification to Police Recruit.

7. ATTACHMENTS

- Resolution No. 11587
- Resolution No. 11588