

**CITY OF TEMECULA
AGENDA REPORT**

TO: City Manager/City Council

FROM: Isaac Garibay, Director of Human Resources & Risk Management

DATE: December 13, 2022

SUBJECT: Approve the Amended Salary Schedule to Include Minimum Wage Adjustments Effective January 1, 2023

PREPARED BY: Becky Obmann, Senior Human Resources Analyst

RECOMMENDATION: That the City Council approve the Amended Salary Schedule to be effective January 1, 2023.

BACKGROUND: On July 27, 2022, the Director of the Department of Finance certified that based on the annual inflation rate from 7/1/21-6/30/22, under Labor Code section 1182.12(c)(3)(A), the state hourly minimum wage must be increased, effective January 1, 2023, to \$15.50 an hour (regardless of the number of workers employed by an employer). This mandates all employers, including the City of Temecula, pay employees hourly wages not less than \$15.50 per hour beginning January 1, 2023. As a result, pay ranges that fell below \$15.50 per hour were studied, along with related job classifications, to bring all pay ranges into compliance while ensuring internal equity within the classification series. Salary range adjustments are being recommended for the following classification:

Intern

The recommended adjustment only affects Project employee positions. No salary or benefit adjustments are being recommended for any Regular, benefited employees, including Executive staff, Mid Management staff, or staff represented by Teamsters Local 911.

FISCAL IMPACT: It is difficult to predict the exact fiscal impact of project employment wages because project employment is temporary in nature. Employees often leave project/intern positions for full-time, benefitted opportunities, and internships are temporary by design. However, assuming current paid internship staffing levels, the maximum Citywide fiscal impact would be \$2,228.

ATTACHMENTS: City of Temecula Salary Schedule (01/01/2023)