



City of Santa Ana
20 Civic Center Plaza, Santa Ana, CA 92701
Staff Report
December 20, 2022

TOPIC: Minimum Wage Rate Increase and Changes to the City's Classification and Compensation Plan

AGENDA TITLE:

Adopt a Resolution Amending the City's Basic Classification and Compensation Plan in Response to the State's Increased Minimum Wage Rate

RECOMMENDED ACTION

Adopt a resolution amending and reestablishing the City's Basic Classification and Compensation Plan to ensure the City complies with the new California minimum wage rate.

DISCUSSION

Per California Labor Code section 1182.12(c)(3)(A), the State of California is increasing the minimum wage rate to \$15.50 per hour effective January 1, 2023 for all employers. This resolution amends the City's Basic Classification and Compensation Plan to increase the compensation for affected classifications to at least \$15.50 per hour, thereby, ensuring compliance with this new minimum wage rate requirement.

ENVIRONMENTAL IMPACT

The consideration and approval of the proposed resolution does not constitute a project under the California Environmental Quality Act.

FISCAL IMPACT

Funds are available in the affected department salary accounts.

EXHIBIT(S)

1. Resolution to amend the City's Basic Classification and Compensation Plan

Submitted By: Jason Motsick, Executive Director of Human Resources

Approved By: Kristine Ridge, City Manager