

RESOLUTION NO.

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
UNION CITY APPROVING AN AMENDMENT TO THE  
CITY'S COMPENSATION PLAN AND SALARY SCHEDULE  
FOR MULTIPLE UNREPRESENTED SEASONAL AND  
TEMPORARY POSITIONS IN CONFORMANCE WITH  
CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION  
570.5

WHEREAS, effective January 1, 2022, the hourly minimum wage in California increased from \$14.00 to \$15.00, an increase of approximately 7.14%; and

WHEREAS, City staff have evaluated the unrepresented seasonal/temporary positions of: Community and Recreation Services (CRS) Program Manager, Preschool Aide, Preschool Teacher, Program Coordinator, Recreation Aide, Recreation Leader, Seasonal Maintenance Worker, Senior Recreation Leader, Intern, and Project Specialist (the "Unrepresented Positions"); and

WHEREAS, in order to avoid compaction, City staff recommend that step 1 for each of the Unrepresented Positions increase by 7.14% and include a differential between steps to 5% between each step for consistency; and

WHEREAS, the revised salary and compensation structure for the Unrepresented Positions will allow the City to attract and recruit new candidates and encourage returning employees; and

WHEREAS, the City Council has considered the above and has determined that the amendment to the City's Compensation Plan and salary schedule for the Unrepresented Positions is appropriate.

NOW, THEREFORE, BE IT RESOLVED that the City Council hereby approves an amendment to the City's Compensation Plan to amend the following salary schedule for the Unrepresented Positions, effective March 21, 2022:

<b>Position Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
CRS Program Manager	19.29	20.25	21.26	22.33	23.44
Preschool Aide	15.00	15.75			
Preschool Teacher	17.14	18.00	18.90	19.84	20.84

<b>Position Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Program Coordinator (PT)	22.50	23.62	24.81	26.05	27.35
Recreation Aide I	15.00	15.75			
Recreation Leader	16.07	16.87	17.72	18.60	19.53
Seasonal Maintenance Worker	21.43				
Senior Recreation Leader	17.14	18.00	18.90	19.84	20.84
Intern	15.00				54.64
Project Specialist	15.00				83.48