To: Honorable Mayor and Members of the City Council
From: Dee Williams-Ridley, City Manager
Submitted by: LaTanya Bellow, Director of Human Resources
Subject: State Minimum Wage Increases: Camps’ Classification Salaries State Minimum Wage Increase – July 1, 2019 through June 30, 2022

RECOMMENDATION
Adopt a Resolution approving salary increases for certain Unrepresented Camp Classification salaries in Unit X1, for the period July 1, 2019 through December 31, 2020 pursuant to State of California Minimum Wage Order (MW-2019), and amending Resolution No. 68,534-N.S. (Salary).

FISCAL IMPACTS OF RECOMMENDATION
Staff projects the State Minimum Wage increases will result in an approximate $22,500 increase in labor expenditures to the Camps Fund in Fiscal Year 2020, and an additional $21,400 increase in Fiscal Year 2021. These costs were projected as part of the Fiscal Year 20-21 biennial budget cycle, and will be paid for out of the Camps Fund hourly labor budget line.

CURRENT SITUATION AND ITS EFFECTS
The State of California published new Minimum Wage orders effective January 1, 2019 through December 31, 2022. State Minimum Wages increased from $11.00 per hour to $12.00 per hour effective January 1, 2019, will increase from $12.00/hr. to $13.00/hr. effective January 1, 2020, will increase from $13.00/hr. to $14.00/hr. effective January 1, 2021, and will increase from $14.00/hr. to $15.00/hr. effective January 1, 2022.

<table>
<thead>
<tr>
<th>Berkeley Minimum Wage</th>
<th>California Minimum Wage Calendar Year 2019 – 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>$15.59</td>
<td>$12.00</td>
</tr>
</tbody>
</table>

It is now necessary to adjust the classification starting salary to reflect the increases to the California State Minimum Wage effective through 12/31/2022.

This increase impacts starting salaries of approximately 50 part-time unrepresented seasonal camp staff working at the City’s remote camp facilities: Berkeley Echo Lake.
Camp, and, in the future, Berkeley Tuolumne Camp. These staff are a vital part of the City’s summer camp programs which serve thousands of youth and adult participants each year.

The table below shows the impact of the increase in minimum wage on affected staff daily rates. Daily rates incorporate wage, credit for the value of the meals and lodging provided for each staff member in compliance with the State Minimum Wage Order and Berkeley Minimum Wage Ordinance.

<table>
<thead>
<tr>
<th>Classification Title</th>
<th>Current Wage Range (Daily Rate)</th>
<th>Effective 6/26/19-12/31/19 (Daily Rate)</th>
<th>Effective 1/1/20-12/31/20 (Daily Rate)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Camp Medical Staff Member</td>
<td>$64.7664</td>
<td>$97.1496</td>
<td>$66.9400</td>
</tr>
<tr>
<td>Camp Staff Leader</td>
<td>$64.7664</td>
<td>$97.1496</td>
<td>$66.9400</td>
</tr>
<tr>
<td>Camp Staff Member</td>
<td>$43.1776</td>
<td>$64.7664</td>
<td>$52.4700</td>
</tr>
</tbody>
</table>

Green text indicates the State Minimum Wage Increase to the Minimum and Maximum Daily Rates for each Fiscal Year.

BACKGROUND
Pursuant to California Labor Code Section 1182.4 and State of California Wage Order MW-2019, California law provides organized camps special labor rules allowing wages of camp staffers for each day worked rather than by the hour. Under those same laws, the City may claim a state wage credit for the value of the meals and lodging provided for each staff member to calculate the Current Wage Range (Daily Rate).

It is now necessary to adjust the Camp Medical Staff Member, Camp Staff Leader, Camp Staff Member classifications salaries to reflect the increases to the California State Minimum Wage and Berkeley Minimum Wage Ordinance. Camp Staff Supervisor will not be impacted this year. The required minimum wage increase will not exceed the maximum range and will remain within the projected Fiscal Year 20-21 biennial budget cycle.

ENVIRONMENTAL SUSTAINABILITY
There are no identifiable environmental effects or opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION
This is a state-mandated salary increase, required by State of California Labor Code Section 1182.4 and Wage Order MW-2019, published by the State of California
Department of Industrial Relations, the department that sets wages within the State of California.

ALTERNATIVE ACTIONS CONSIDERED
None. This is a state-mandated minimum salary increase.

CONTACT PERSON
LaTanya Bellow, Director of Human Resources, 981-6807

Attachments:
1: Resolution
RESOLUTION NO. ##,###-N.S.


WHEREAS, the City of Berkeley employs approximately 50 part-time seasonal temporary employees in the Camp Medical Staff Member, Camp Staff Leader, and Camp Staff Member classifications; and

WHEREAS, the State of California Department of Industrial Relations Wage Order MW-2019 increased the State of California Minimum Wage from $11.00/hr. to $12.00/hr. for employers with 26 or more employees effective January 1, 2019; and

WHEREAS, the State of California Department of Industrial Relations Wage Order MW-2019 increased the State of California Minimum Wage from $12.00/hr. to $13.00/hr. for employers with 26 or more employees effective January 1, 2020; and

WHEREAS, the State of California Department of Industrial Relations Wage Order MW-2019 increased the State of California Meal and Lodging Credits; and

WHEREAS, the City of Berkeley, in compliance with State of California Labor Code Section 1182.4 is allowed special labor rules allowing wages of camp staffers for each day worked rather than by the hour; and

WHEREAS, these costs were projected as part of the FY20-21 biennial budget cycle, and funds are available in the Camps Fund hourly labor budget line.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager is authorized to increase the salary of the Camp Medical Staff Member, Camp Staff Leader, and Camp Staff Member classifications, pursuant to State of California, Department of Industrial Relations Wage Order MW-2019 as shown below, and that Resolution 68,534-N.S. (Salary) be amended:

<table>
<thead>
<tr>
<th>Employee Classification</th>
<th>Effective 6/26/19-12/31/19 (Daily Rate)</th>
<th>Effective 1/1/20-12/31/20 (Daily Rate)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min.</td>
<td>Max</td>
</tr>
<tr>
<td>Camp Medical Staff Member</td>
<td>$66.9400</td>
<td>$97.1496</td>
</tr>
<tr>
<td>Camp Staff Leader</td>
<td>$66.9400</td>
<td>$97.1496</td>
</tr>
<tr>
<td>Camp Staff Member</td>
<td>$52.4700</td>
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