

Resolution No. 2024-XXX N.C.S.
of the City of Petaluma, California

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PETALUMA APPROVING
ADJUSTMENTS TO 1) THE CITY OF PETALUMA'S LIVING WAGE RATE BY SETTING THE
RATE AT \$18.95 PER HOUR WITH AN EMPLOYER CONTRIBUTION TOWARD MEDICAL
BENEFITS AND \$21.24 PER HOUR WITHOUT AN EMPLOYER CONTRIBUTION TOWARD
MEDICAL BENEFITS FOR FISCAL YEAR 2024-2025; 2) THE PAY RATES OF CITY OF
PETALUMA PART-TIME LIVING WAGE POSITIONS; AND IF APPROVED, 3) THE PAY RATES
OF PART-TIME POSITIONS BENCHMARKED TO THE CITY'S PART-TIME LIVING WAGE
POSITIONS**

WHEREAS, the City Council of the City of Petaluma established a Living Wage Required for Specified City-Funded Contracts and City Employees, by adopting Ordinance No. 2256 N.C.S., effective December 20, 2006 ("the Living Wage Ordinance"); and

WHEREAS, the Living Wage Ordinance is codified as Chapter 8.36 of the City of Petaluma Municipal Code; and

WHEREAS, Municipal Code Section 8.36.060.D, provides that the Living Wage rate shall be increased annually on July 1, in accordance with any increase due to a cost-of-living adjustment (COLA) for non-safety, non- management City employees, but no more than the most recent December to December Consumer Price Index (CPI-U) for the San Francisco area; and

WHEREAS, Section 8.36.060.D further provides that the City Council may review the impact of the cost of living adjustment ("COLA") on an annual basis to assess any potential adverse impact and may modify or suspend adoption of a COLA otherwise allowed by the subsection; and

WHEREAS, the initial Living Wage rate in 2006 was \$11.70 per hour with an employer contribution of at least \$1.50 per hour per employee toward medical benefits and \$13.20 per hour without said contribution; and

WHEREAS, the adjusted Living Wage pursuant to Chapter 8.36 is \$18.95 per hour if a contribution of at least \$1.50 per hour per employee is paid by the employer toward the cost of medical benefits; and \$21.24 per hour without said contribution toward medical benefits; and

WHEREAS, the December to December Consumer Price Index (CPI-U) for the San Francisco area indicates an overall increase of 2.6% in Bay Area consumer prices from December 2022 to December 2023; and

WHEREAS, the City of Petaluma's part-time positions of Building Attendant, Marina Attendant, Ramp Attendant, and Tiny Tots Teacher I are subject to the Living Wage; and

WHEREAS, the City wishes to maintain pay rate consistency within certain part-time positions which are related, and/or similar to the City's Living Wage positions, but are not subject to the Living Wage Ordinance; and

WHEREAS, the City last adjusted the pay rates for the City's Living Wage positions and benchmarked part-time positions effective July 1, 2023 by applying a 4.9% COLA and a 12.1% equity adjustment, for a total additive adjustment of 17%; and

WHEREAS, the proposed action is exempt from the requirements of the California Environmental Quality Act (CEQA) in accordance with CEQA Guidelines Section 15378(b)(4), in that, approving this action does not meet CEQA's definition of a "project," because the action does not have the potential for resulting either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment, and because this is a personnel-related action that constitutes organizational or administrative activities of governments that will not result in direct or indirect physical changes in the environment.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Petaluma as follows:

1. Declares the above recitals to be true and correct and are incorporated into this resolution as findings of the City Council.
2. Finds the proposed action is exempt from the requirements of the California Environmental Quality Act (CEQA) in accordance with CEQA Guidelines Section 15378(b)(4), in that, approving this action does not meet CEQA's definition of a "project," because the action does not have the potential for resulting either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment, and because this is a personnel-related action that constitutes organizational or administrative activities of governments that will not result in direct or indirect physical changes in the environment.
3. Approves pursuant to Petaluma Municipal Code Section 8.36.060.D a 2.6% COLA adjustment to the Living Wage and effective July 1, 2024 the Living Wage is \$18.95 per hour with an employer contribution toward medical benefits of at least \$1.50 per hour per employee, and \$21.24 per hour without said contribution.
4. Approves an adjustment to the pay rates of City of Petaluma part-time Living Wage positions; and if approved,
5. Amends the pay rates for part-time positions benchmarked to the City's part-time Living Wage positions effective July 1, 2024 as listed in Exhibit A, which is attached hereto and hereby made a part hereof.

Under the power and authority conferred upon this Council by the Charter of said City.

REFERENCE:

I hereby certify the foregoing Resolution was introduced and adopted by the Council of the City of Petaluma at a Regular meeting on the 3rd day of June 2024, by the following vote:

Approved as to
form:

City Attorney

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

City Clerk

Mayor

EXHIBIT A

The City of Petaluma Pay Rate Schedule for Adjusted Part-Time Positions Effective July 1, 2024 Based on a 2.6% COLA

| | PAY STEPS | | | | |
|--|-----------|-------|-------|-------|-------|
| PART-TIME POSITIONS | 1 | 2 | 3 | 4 | 5 |
| <i>Part Time-Living Wage Positions</i> | | | | | |
| PT BUILDING ATTENDANT | 23.69 | | | | |
| PT MARINA ATTENDANT | 23.69 | | | | |
| PT RAMP ATTENDANT | 23.69 | | | | |
| PT TINY TOTS TEACHER 1 | 23.69 | | | | |
| | | | | | |
| <i>Part Time-Recreation Positions</i> | | | | | |
| PT MUSEUM COORDINATOR | 21.80 | 22.87 | 24.04 | 25.22 | 26.48 |
| PT REC LEADER | 20.48 | | | | |
| PT REC LEADER /SENIOR | 22.55 | | | | |
| PT REC SPECIALIST A | 20.48 | 21.49 | 22.58 | 23.71 | 24.90 |
| PT REC SPECIALIST B | 26.09 | 27.39 | 28.76 | 30.20 | 31.72 |
| PT TINY TOTS DIRECTOR 1 | 26.12 | 27.40 | 28.77 | 30.24 | 31.73 |
| PT TINY TOTS DIRECTOR 2 | 28.79 | 30.27 | 31.78 | 33.36 | 34.99 |
| PT TINY TOTS DIRECTOR 3 | 36.75 | 38.60 | 40.52 | 42.58 | 44.68 |
| PT TINY TOTS TEACHER 2 | 25.13 | 26.38 | 27.69 | 29.13 | 30.54 |
| PT TINY TOTS TEACHER 3 | 32.09 | 33.68 | 35.39 | 37.15 | 39.04 |