

## **Mammoth Lakes Town Council Agenda Action Sheet**

**Title:** Approve and adopt Resolution No. 22-XX establishing the 2022 compensation schedule and benefits for limited-term employees and repeal Resolution No. 19-69.

**Council Meeting Date:** Wednesday, January 5, 2022

**Prepared by:** Amanda Pelham, Human Resources Manager

**Recommended Motion:** Approve the Resolution establishing the 2022 compensation schedule and benefits for limited-term employees.

**Summary:** The Town continues to have a need to provide public services through the use of limited-term employees who are not subject to, nor have employment rights under, the Town's Personnel System. It is therefore necessary to establish and continue to review the compensation and benefits afforded to such employees.

California minimum wage will increase effective January 1, 2022. Therefore, the compensation schedule for limited-term employees needs to be adjusted to accommodate the new requirements. Other changes, primarily consolidation and re-classification of certain positions, are necessary to better reflect the requirements of those positions.

In addition, and to promote recruitment and retention of the Town's limited-term employees and to contribute to their health and safety, it is appropriate to provide certain classifications with benefits above and beyond what is required by state and federal law. Given the nature of work performed by Temporary Airport Maintenance Workers and Temporary Snow Removal Operators, particularly during the winter months, it is considered appropriate to provide them with a \$15 meal allowance for shifts worked of 12 hours or more. Additionally, given the safety-sensitive nature of work performed by various limited-term classifications, it is appropriate to provide incumbents with a boot/sunglasses reimbursement of up to \$200 per year. These two benefits are comparable to, but slightly less generous than, what is offered to regular employees in similar classifications.