

RESOLUTION NO. 22--XX

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF MAMMOTH LAKES, STATE OF CALIFORNIA, ESTABLISHING 2022 COMPENSATION SCHEDULE AND BENEFITS FOR LIMITED-TERM EMPLOYEES AND REPEALING RESOLUTION NO. 19-69

WHEREAS, the Town of Mammoth Lakes has previously established pay rates for limited-term employees and these employees are not subject to, nor do they have employment rights under, the Town's Personnel System as provided for in Chapter 2.44 of the Town of Mammoth Lakes Municipal Code, and the Town's adopted Personnel System Rules; and

WHEREAS, the Town has a need to meet the requirements of the Town to provide public services through the use of limited-term employees, and must establish compensation schedules and appropriate benefits for such employees; and

WHEREAS, rates of pay and conditions of employment for limited-term employees have been set in a previous Resolution No. 19-69; and

WHEREAS, California minimum wage will increase effective January 1, 2022, and the compensation schedule for limited-term employees must be adjusted to accommodate the new requirements; and

WHEREAS, other changes need to be made to the compensation schedule including the consolidation of positions at our recreation facilities to Recreation Facilities Staff I and Recreation Facilities Staff II, renaming of our camp counselor positions to Recreation Leader I and Recreation Leader II for consistency, removal of the Assistant Program and Facilities Coordinator position, consolidation of temporary maintenance worker positions across all departments to Temporary Maintenance Worker I and Temporary Maintenance Worker II, reclassification of the Assistant Site Coordinator position, the addition of a new position, Lodging Support and Enforcement, and adjusting pay to an hourly rate for our Sports Officials to better reflect the position requirements.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF MAMMOTH LAKES AS FOLLOWS:

Section 1. Limited-term employees for the purposes of this resolution are those defined in Chapter 2.44.040 of the Town's Municipal Code as being excluded from the Town's Personnel System Rules.

Section 2. Limited-term employees are covered by the Town's workers' compensation and liability insurance provisions while performing assigned duties.

- Section 3. Limited-term employees are not eligible for discretionary Town benefits, other than as provided for below and by state or federal law.
- Section 4. Limited-term employees in the classifications of Temporary Airport Maintenance Worker, Temporary Maintenance Worker I, Temporary Maintenance Worker II, Temporary Snow Removal Operator, and Temporary Trail Crew Leader shall be eligible to receive reimbursement of up to two hundred dollars (\$200.00) per year for the purchase of safety boots and/or sunglasses. Limited-term employees in the classification of Temporary Airport Maintenance Worker and Temporary Snow Removal Operator shall be eligible to receive a fifteen-dollar (\$15.00) meal allowance for each shift worked of twelve (12) hours or more. These benefits may be extended to other limited-term classifications at the discretion of the Town Manager or designee.
- Section 5. In accordance with the Town's Personnel System Rules, limited-term employees who work overtime are eligible to accrue up to twenty-four (24) hours of compensatory leave in lieu of receiving overtime pay. Unused, accrued compensatory leave will be paid out at the time of the employee's permanent separation of employment with the Town.
- Section 6. In accordance with the Town's Personnel System Rules, limited-term employees are eligible for up to twenty-four (24) hours of paid sick time per calendar year in accordance with State law and the Town's Paid Sick Time Policy (Resolution No. 17-26).
- Section 7. The rates of pay for limited-term employees are hereby amended as provided in Exhibit A, and employees hired under a rate of pay provided for by Resolution No. 19-69 shall have their pay rate adjusted accordingly.
- Section 8. Limited-term employees re-hired with the Town within the same year, or in a subsequent year in the same position are eligible to advance through the pay steps for the position based on authorized funding, receiving a satisfactory performance evaluation in the preceding year or season, and as determined by the Town Manager or designee.
- Section 9. Resolution No. 19-69 is repealed.
- Section 10. This Resolution is effective upon adoption, with rates of pay for limited-term employees as provided in Exhibit A to be retroactive to December 27, 2021.

APPROVED AND ADOPTED THIS 5TH DAY OF JANUARY 2022.

LYNDA SALCIDO, Mayor

ATTEST:

JAMIE GRAY, Town Clerk