



Board Agenda Item 48

DATE: May 17, 2022
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Salary Resolution Amendment - Range Adjustments

RECOMMENDED ACTION(S):

1. **Approve Amendment to the Salary Resolution adjusting the range for the identified classifications, effective May 16, 2022, as reflected in Appendix “D”.**
2. **Approve the addenda to the Memoranda of Understanding for the following representation units, represented by Service Employees International Union (SEIU) Local 521, effective May 16, 2022:**
 - **Unit 04 - Eligibility Workers**
 - **Unit 12 - Clerical, Paramedical, Building and Service Employees**
 - **Unit 22 - Professional, Para-professional, and Technical Employees**
 - **Unit 36 - Supervisory Employees**

Approval of the recommended actions would increase the range of the identified classifications so that their “Step 1” is at or above minimum wage and has a reasonable spread with any identified benchmark classifications. It would also eliminate advance step placements for these classifications. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the salaries for the identified classifications would remain unchanged and classifications would continue to be placed at advanced step placements.

FISCAL IMPACT:

The total estimated cost of the recommended actions for the remainder of FY 2021-22 is approximately \$102,139 (\$3,960 in NCC). Sufficient appropriations and estimated revenues to absorb these costs are available in the FY 2021-22 adopted budgets of each impacted department and will be included in subsequent budget requests.

DISCUSSION:

California Senate Bill 3, chaptered in 2016, approved multiple minimum wage increases reaching \$15.00 per hour as of January 1, 2022. To remain competitive within the local labor market, the County correspondingly increased the starting salary for numerous classifications to be equal or above minimum wage, in some cases by starting the classifications at steps higher than Step 1 of the salary range. The County also moved many classifications from 9 steps to 5 steps and consolidated some classifications to fewer levels, further increasing starting salaries.

One impact of starting classifications higher than Step 1 is that employees do not have as many step increases to progress through as they gain experience in their positions. Over the course of several years of advanced step placements, some classifications have come to a point where they have a very limited number of steps left to go through due to having a high starting step. Approval of the recommended actions would adjust the classifications below so that their Step 1 is equal to minimum wage or placed with a reasonable spread above a benchmark classification that is at minimum wage. This will restore the full step range to new employees hired in these classifications.

<u>Classification</u>	<u>New Range</u>
Behavioral Health Worker	1200
Dietary Aide	1200
Driver	1200
Janitor	1200
Legal Assistant	1320
Legal Assistant - C	1320
Library Aide	1200
Library Assistant	1320
Maintenance Janitor	1320
Medical Assistant	1320
Office Assistant I	1200
Office Assistant I - C	1200
Office Assistant II	1320
Office Assistant II - C	1320
Peer Support Specialist	1200
Social Worker Aide	1200
Supervising Janitor	1452
Therapy Aide	1200

The Addenda to the Memoranda of Understanding (MOUs), effective May 16, 2022, codify the aforementioned recommended salary adjustments.

REFERENCE MATERIAL:

- BAI #37, January 18, 2022
- BAI #39, December 14, 2021
- BAI #38, December 14, 2021
- BAI #60, December 15, 2020
- BAI #24, January 7, 2020
- BAI #45, January 29, 2019
- BAI #24, February 6, 2018
- BAI #22, February 7, 2017
- BAI #20, February 2, 2016
- BAI #22, April 29, 2014
- BAI #32, October 23, 2007
- BAI #26, January 30, 2007

ATTACHMENTS INCLUDED AND/OR ON FILE:

- Salary Resolution Amendment - Appendix D
- MOU Addendum - Units 4, 12, 22, and 36

CAO ANALYST:

Yussel Zalapa