



# Board Agenda Item 38

ATE: December 14, 2021  
TO: Board of Supervisors  
SUBMITTED BY: Hollis Magill, Director of Human Resources  
SUBJECT: Salary Resolution Amendment - Minimum Wage

RECOMMENDED ACTION(S):

- 1. Approve Amendment to the Salary Resolution setting the minimum hiring step for the identified classifications as the first step at or above \$15.00 per hour, effective December 27, 2021, as reflected in Appendix "E".**
- 2. Approve Amendment to the Salary Resolution adjusting the Hourly Rate and Salary Range for the Identified Classifications at \$15.00 per hour, effective December 27, 2021, as reflected in Appendix "E".**
- 3. Approve the Addendum to the Memorandum of Understanding (MOU) for Representation Unit 13 - Crafts and Trades to reflect the range adjustment for the classifications impacted by minimum wage, effective December 27, 2021, as reflected in Appendix "E".**

Approval of the recommended actions would adjust the hourly rate to be at or above \$15.00 per hour, the State minimum wage as of January 1, 2022, to remain competitive within the local labor market and maintain salary spreads between 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 would not be competitive within the local labor market.

FISCAL IMPACT:

The total estimated cost of the recommended actions for the remainder of FY 2021-22 is approximately \$862,000 (\$82,000 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 a minimum wage increase to \$15.00 per hour, effective January 1, 2022 for employers with 26 employees or more. It is recommended that the hourly rate for the identified classifications be adjusted to at least \$15.00 per hour to remain competitive within the local labor market.

From January 30, 2007 to December 28, 2020, your Board has approved nine hourly rate increases from \$6.75/Hour to \$14.00/Hour pursuant to the corresponding California minimum wage increases. These increases were requested and approved to remain competitive within the local labor market.

The classifications listed below would see an increase to their entry wage. Some classifications would see an increase above minimum wage in order to maintain an appropriate spread with subordinate classifications.

Approval of the first recommended action would adjust the hiring step of the classifications listed below:

<u>Classification</u>	<u>Hiring Step</u>
Office Assistant I	5
Office Assistant I - C	5
Office Assistant II	4
Office Assistant II - C	4
Behavioral Health Worker	5
Dietary Aide	6
Medical Assistant	5
Peer Support Specialist	6
Social Worker Aide	4
Library Assistant	2
Janitor	8
Library Aide	9
Therapy Aide	8
Driver	6
Maintenance Janitor	7
Supervising Janitor	6

Approval of the second recommended actions would adjust the salary range of the classifications listed below:

<u>Classification:</u>	<u>Range</u>
Agricultural Field Aide	1200
Disposal Site Attendant	1200
Stock Clerk	1200
Traffic Equipment Operator Trainee	1200
Parent Partner	1200
Parks Groundskeeper I	1200
Engineering Aide	1200
Security Officer	1200

Approval of the third recommended action adds an addendum to the MOU for Representation Unit 13 - Crafts and Trades, effective December 27, 2021, codifying the recommended salary range adjustment related to minimum wage as well as addressing future salary increases impacted by this adjustment:

Classification:

Disposal Site Attendant  
Stock Clerk  
Traffic Equipment Operator Trainee  
Parks Groundskeeper I

REFERENCE MATERIAL:

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 E  
MOU Addendum - Unit 13

CAO ANALYST:

Yussel Zalapa