



Board Agenda Item 39

DATE: December 14, 2021
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Salary Resolution Adjustments

RECOMMENDED ACTION(S):

Approve amendment to the Salary Resolution consolidating thirteen identified classification series, effective December 13, 2021, as reflected in Appendix "A".

Approval of the recommended action would consolidate the identified classifications, reducing the unintended consequences of salary compaction between minimum-wage level and technical level classifications related to the January 1, 2022 increase of Minimum Wage. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the identified classifications would remain unchanged and the entry level in each classification series would not be competitive within the local labor market.

FISCAL IMPACT:

The total estimated cost of the recommended action for the remainder of FY 2021-22 is approximately \$1,003,000 (\$156,000 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:

Minimum Wage increases have taken effect on January 1st of each year since 2017 and have caused the labor market to tighten for entry-level positions. To stay competitive in the market while preserving the value of higher-level classifications, it is recommended that County minimum-wage classifications with two or three levels be consolidated to one or two levels. The lowest level salary will be eliminated.

This change effectively deletes the entry level classification and makes the experienced level the new entry level. The salary for the consolidated classification would be placed at the higher level while maintaining the minimum qualifications of the lower level, allowing the County to continue hiring entry-level applicants, but at a higher starting salary. The impacted classifications are listed below and can be found in the attachment "Minimum Wage Consolidations."

Impacted Classifications:

Office Assistant I/II/III & Confidential

Behavioral Health Worker I/II
Dietary Aide I/II/III
Medical Assistant I/II
Parent Partner I/II
Peer Support Specialist I/II
Social Worker Aide I/II
Library Assistant I/II
Admitting Interviewer I/II
Account Clerk I/II/III & Confidential
Collections Representative I/II/III
Administrative Assistant I/II/III & Confidential
Legal Assistant I/II & Confidential

REFERENCE MATERIAL:

BAI #28, January 21, 2020

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix A
Minimum Wage Consolidations

CAO ANALYST:

Yussel Zalapa