

Item #11  
9-6-22

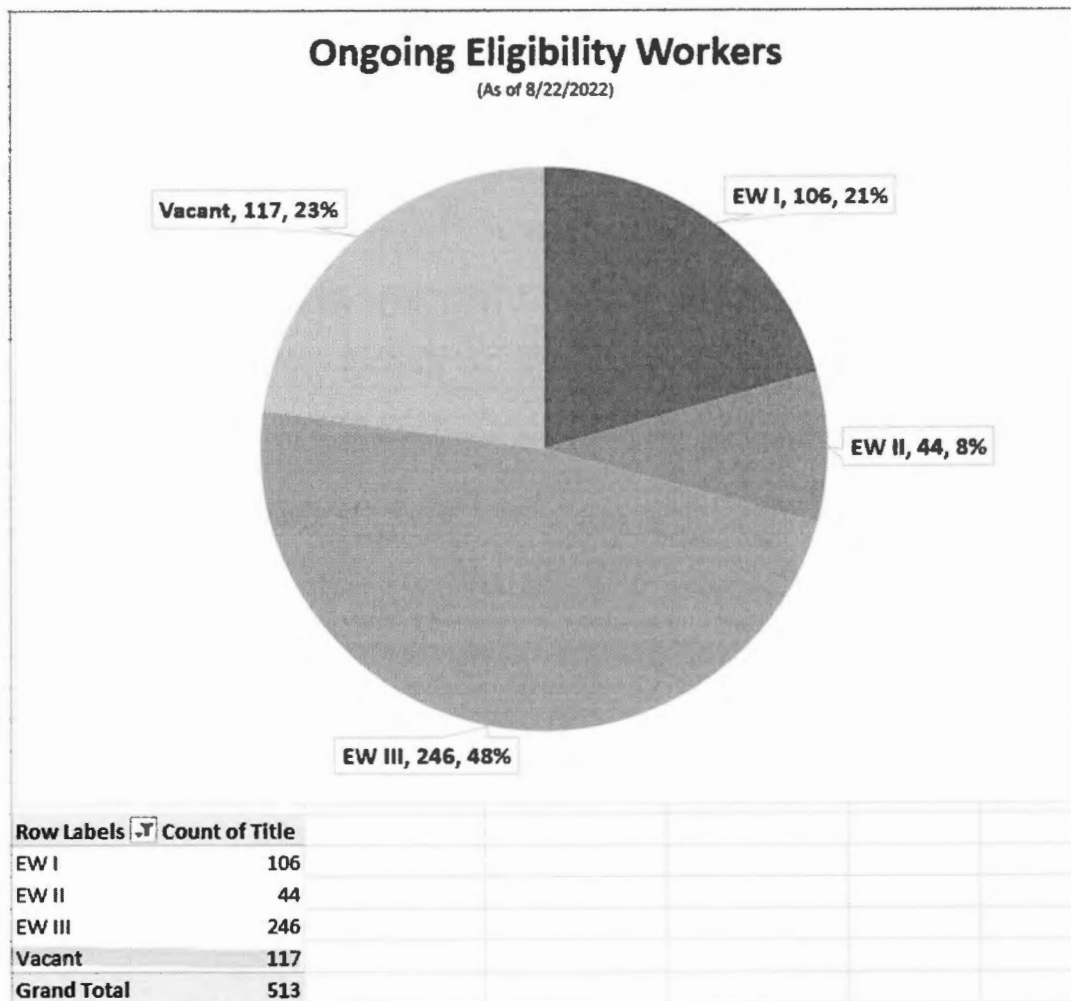
## Fresno County wages

Fresno County Eligibility Workers are under paid with a retention problem. The progressive minimum wage has been known for years the county was not prepared nor forward thinking about the federal and state progressive minimum wage that has went from \$10.00 to \$15.50 starting 1/2023. Meaning since 2017 Fresno County knew about the progressive minimum and competing wages for employees on the open market but for years the county of Fresno had no forward thinking nor preparation causing a mass exodus of workers from the county that continue to exit the eligibility worker position in masses.

<b>Date</b>	<b>26 or more employees</b>	<b>25 or fewer employees</b>
Current	\$10.00	\$10.00
January 1, 2017	\$10.50	
January 1, 2018	\$11.00	\$10.50
January 1, 2019	\$12.00	\$11.00
January 1, 2020	\$13.00	\$12.00
January 1, 2021	\$14.00	\$13.00
January 1, 2022	\$15.00	\$14.00
January 1, 2023		\$15.00
January 1, 2024 (and every January 1 thereafter)	Adjusted for inflation	

The county of Fresno has brought to the employees a new proposal for cost saving and consolidation of the classification of an eligibility workers roll creating 2 levels of workers instead of the standard 3 steps tier that is in place now. If this proposal is implemented the fallout from this will be dire causing workload and performance issues from non-experienced who now must perform at a higher level. With new expectations and responsibilities, we will see workers under performing, poor quality service and an already skyrocketing dollar error rate which the state looks at. This is not to mention

employee's evaluations that now will be judged at a higher standard causing needs improvement and not satisfactory and possible written reprimands. Currently Fresno County vacancy rate is higher than our new hires employed and almost taking up one third of our employee population. With a growing vacancy rate and new employees half trained or not trained at all the current workload remains the same serving hundreds of thousands in the community to the best of our ability. The workers do understand that most in human resources only think about crunching numbers and how best to implement things, but this is without knowing the full function of real-life workers duties and what this all entails and how best to stop a mass exodus of experienced workers. We have even seen workers turn down lead positions due to the overwhelming job responsibilities and low pay increase at this position. On average to be able to understand and implement the systems federal and state laws, policies, and procedures it takes over a year if not a year in a half of experience. This is a long process for an eligibility worker along with a year long probation with a pay scale where fast food jobs do less work, have less pressure, and pays more than what use to be a great career at the county.



Even though at this time county eligibility workers are in a contract for another year I think the BOS should take a long hard look at the ramification of the action they have been taking. There have been more and more workers leaving Fresno County going to surrounding areas because of their pay scale and benefits package that the county of Fresno refuses to recognize until one day it will

be late. With limited experienced workers that are over worked and under pressure to just finish cases along with new hires that have limited knowledge the error rate is already high but will start to skyrocket once this proposal is set in place and experienced workers start to leave. At the beginning of the year 1/1/2022, before most counties received new contracts, Fresno County was one of the lowest paid counties in California and it has not changed. Merced County was paying their starting employee's \$4.70 over minimum wage which is just 45 minutes away from Fresno County and has a much smaller population with a smaller workload.

County	Hourly	Monthly
San Mateo County, CA	31.09	5,380.27
San Francisco County, CA	29.87	5,179.13
Santa Clara County, CA	28.77	4,977.21
Santa Cruz County, CA	28.53	4,935.69
Marin County, CA	28	4,844.67
Solano County, CA	25.26	4,379.69
Napa County, CA	25.22	4,368.10
Ventura County, CA	24.6	4,263.21
Santa Barbara County, CA	22.37	3,891.00
Placer County, CA	22.11	3,829.45
Orange County, CA	22.1	3,823.33
Alameda County, CA	21.97	3,570.13
Sonoma County, CA	21.65	3,740.26
San Luis Obispo County, CA	20.71	3,589.73
Nevada County, CA	20.53	3,552.64
Yolo County, CA	20.3	3,518.48
Alpine County, CA	20.26	3,505.00
Los Angeles County, CA	19.72	3,411.82
Merced County, CA	19.7	3,414.67
Yuba County, CA	19.62	3,400.00
San Diego County, CA	19.43	3,367.87
Contra Costa County, CA	19.4	3,362.56
Mendocino County, CA	19.1	3,311.18
Butte County, CA	19.01	3,289.42
Monterey County, CA	18.81	3,255.00
Mariposa County, CA	18.5	3,200.54
San Joaquin County, CA	18.21	3,157.56
Stanislaus County, CA	18.08	3,133.87
Inyo County, CA	17.88	3,094.00
... County, CA	17.6	3,045.17


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<b>County</b>	<b>Hourly</b>	<b>Monthly</b>
Shasta County, CA	17.55	3,042.00
Sutter County, CA	17.4	3,018.20
Siskiyou County, CA	17.38	3,007.00
Sacramento County, CA	17.24	2,999.75
El Dorado County, CA	16.94	2,931.06
Kings County, CA	16.9	2,924.00
Imperial County, CA	16.83	2,916.00
Amador County, CA	16.83	2,914.96
Madera County, CA	16.83	2,917.61
Mono County, CA	16.8	2,908.00
Calaveras County, CA	16.79	2,908.03
Tulare County, CA	16.71	2,896.00
San Benito County, CA	16.65	2,885.58
Humboldt County, CA	16.12	2,791.98
Tuolumne County, CA	15.93	2,762.93
Sierra County, CA	15.89	2,754.45
Trinity County, CA	15.52	2,686.07
Del Norte County, CA	15.34	2,658.32
Lassen County, CA	15.27	2,646.60
Fresno County, CA	15.21	2,632.00
Kern County, CA	15.21	2,636.23
Colusa County, CA	15.18	2,626.00
Plumas County, CA	14.76	2,554.93
Glenn County, CA	14.69	2,544.30
San Bernardino County, CA	14.47	2,508.13
Riverside County, CA	14.41	2,495.81
Modoc County, CA	14.18	2,454.00

Has the board thought about what will happen with experienced workers are all gone and only new hire at the county that don't know their job because they are finding better opportunities in other counties that have better pay and health plans and retirement? The public outcry from missing benefits also from health coverage issues that won't be addressed as normal meaning some

people won't receive lifesaving treatments will catastrophic. Please come up with a better proposal than the one given before the issue becomes a public emergency and an embarrassment on Fresno County.