



Board Agenda Item 22

DATE: February 7, 2017

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Salary Resolution Amendments

RECOMMENDED ACTION(S):

- 1. Approve the Addendums to the Memorandum of Understandings regarding a salary range adjustment for a total of six identified classifications in Representation Unit 4 - Eligibility Workers, and Representation Unit 12 - Clerical, Paramedical, Building & Service employees, represented by SEIU Local 521, effective February 13, 2017, as reflected in Appendix B.**
- 2. Approve the Addendum to the Memorandum of Understanding regarding a salary range adjustment for the two identified classifications in Representation Unit 13 - Crafts and Trades, represented by Stationary Engineers Local 39, effective February 13, 2017, as reflected in Appendix B.**
- 3. Adjust the hourly rate for the eight identified classifications to \$10.50/hour and the salary range for the one identified classification to Range 840 (\$10.50/hour) in Salary Resolution section 100 - Alphabetical Position Listing, effective February 13, 2017, as reflected in Appendix B.**

Approval of the recommended actions would adjust the hourly rate to \$10.50/hour, the State minimum wage, effective January 1, 2017, to continue to remain competitive within the local labor market. The increased cost of \$65,689, which includes \$33,499 in Net County Cost, will be absorbed within the adopted FY 2016-17 budgets for each impacted department.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended actions, the salaries for the specified classifications would remain the same.

FISCAL IMPACT:

The total estimated cost of the recommended actions for the remainder of FY 2016-17 is approximately \$65,689 (\$33,499 in Net County Cost). The annual cost is approximately \$170,791 (\$87,097 in Net County Cost). Sufficient appropriations and estimated revenues are included in the adopted budgets for each affected department and will be included in future budget requests.

DISCUSSION:

The State approved a minimum wage increase to \$10.50/hour effective January 1, 2017. Although the County is not legally obligated to adhere to the State minimum wage, it is recommended that the salary range and hourly rate for the above-referenced classifications be adjusted to Salary Range 840 (\$10.50/hour) in order to continue to remain competitive within the local labor market.

From January 30, 2007 to February 2, 2016, the Board has approved four hourly rate increases from \$6.75/hour to \$10.00/hour pursuant to corresponding State minimum wage increases. These increases were requested and approved in order to remain competitive within the local labor market.

Approval of the first and second recommended actions, would adjust the starting salary range (Step 1) of the classifications listed below:

Representation Unit 4 - Eligibility Workers

- Social Worker Aid I

Representation Unit 12 - Clerical, Paramedical, Building & Service Employees

- Dietary Aide I
- Health Aide I
- Library Aide
- Mental Health Worker I
- Peer Support Specialist I

Representation Unit 13 - Crafts and Trades

- Disposal Site Attendant I
- Stock Clerk I

Approval of the third recommended action would adjust the salary range for the classification of Parent Partner I and the hourly rate for the classifications listed below:

- Accounting Intern
- Agricultural Aide - Seasonal
- District Attorney Student Worker
- Elections Worker
- Information Technology Intern
- Probation Student Worker
- Seasonal Parks Worker
- Sheriff's Student Worker

The Addendums to the Memorandum of Understandings (MOUs), effective February 13, 2017, codify the aforementioned recommended salary range adjustment and addresses the July 2017 salary increase for the identified classifications, which were previously approved by your Board on July 14, 2015 and September 27, 2016, as reflected on Appendix B.

REFERENCE MATERIAL:

BAI #20, February 2, 2016, Salary Resolution Amendments
BAI #45, July 14, 2015, MOUs - Units 2, 3, 4, 12, 22, and 36
BAI #22, April 29, 2014, Salary Resolution Amendments

BAI #32, October 23, 2007, Salary Resolution Amendments
BAI #26, January 30, 2007, Salary Resolution Amendments

ATTACHMENTS INCLUDED AND/OR ON FILE:

Appendix B
Addendum to MOU for Representation Unit 4
Addendum to MOU for Representation Unit 12
Addendum to MOU for Representation Unit 13

CAO ANALYST:

Sonia M. De La Rosa