



Board Agenda Item 24

DATE: February 6, 2018

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Salary Resolution Adjustments

RECOMMENDED ACTION(S):

1. **Approve the Addenda to the Memoranda of Understanding regarding salary range adjustments for a total of seven identified classifications in the following Representation Units: 4 - Eligibility Workers; 12 - Clerical, Paramedical, Building & Service Employees; and 22 - Professional, Para-Professional & Technical Employees, all represented by SEIU Local 521, effective February 12, 2018, as reflected in Appendix B.**
2. **Approve the Addendum to the Memorandum of Understanding regarding salary range adjustments for two identified classifications in Representation Unit 13 - Crafts and Trades, represented by Stationary Engineers Local 39, effective February 12, 2018, as reflected in Appendix B.**
3. **Adjust the hourly rate for seven identified classifications to \$11.00/hour and the salary range for two identified classifications to range 880 (\$11.00/hour) in Salary Resolution, section 100 - Alphabetical Position Listing, effective February 12, 2018, as reflected in Appendix B.**

Approval of the recommended actions would adjust the hourly rate to \$11.00/hour, the California minimum wage, effective January 1, 2018, to remain competitive within the local labor market. The increased cost of \$81,618, which includes \$27,973 in Net County Cost (NCC), will be absorbed within the FY 2017-18 Adopted Budgets of each impacted department. 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 noncompetitive within the local labor market.

FISCAL IMPACT:

The total estimated cost of the recommended actions for the remainder of FY 2017-18 is approximately \$81,618 (\$27,973 in NCC). The annual cost is approximately \$164,590 (\$56,410 in NCC). Sufficient appropriations are included in the FY 2017-18 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 \$11.00/hour, effective January 1, 2018 for employers with 26 employees or more. Although the County is not legally obligated to

adhere to the minimum wage, it is recommended that the hourly rate for the identified classifications be adjusted to \$11.00/hour to remain competitive within the local labor market.

From January 30, 2007 to February 13, 2017, your Board has approved five hourly rate increases from \$6.75/hour to \$10.50/hour pursuant to the corresponding California minimum wage increases. These increases were requested and approved 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 Aide 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

Representation Unit 22 - Professional, Para-Professional & Technical Employees

- Public Health Laboratory Assistant I

Approval of the third recommended action would adjust the salary range for the classifications of Parent Partner I and Agricultural Field Aide, as well as the hourly rate for the classifications listed below:

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

The Addenda to the Memoranda of Understanding (MOUs), effective February 12, 2018, codify the aforementioned recommended salary range adjustments.

REFERENCE MATERIAL:

BAI #22, February 7, 2017 - Salary Range Adjustments
BAI #20, February 2, 2016 - Salary Range Adjustments
BAI #45, July 14, 2015 - MOUs for Unit 2, 3, 4, 12, 22, and 36
BAI #32, October 23, 2007, Salary Resolution Amendments
BAI #26, January 30, 2007, Salary Resolution Amendments
BAI #22, April 29, 2014, Salary Resolution Amendments

ATTACHMENTS INCLUDED AND/OR ON FILE:

Appendix B
Addenda to MOU

CAO ANALYST:

Sonia M. De La Rosa