



Board Agenda Item 45

DATE: January 29, 2019

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 adjustment for a total of eight identified classifications in Representation Units: 4 - Eligibility Workers, 12 - Clerical, Paramedical, Building & Service Employees; and 22 - Professional, Para-Professional & Tech Employees, all represented by SEIU Local 521, effective January 28, 2019, as reflected in Appendix "E"**
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 January 28, 2019, as reflected in Appendix "E"**
3. **Adjust the hourly rate for the eight identified classifications to \$12.00/Hour, and the salary range for the three identified classifications to Range 960 (\$12.00/Hour) in Salary Resolution Section 100 - Alphabetical Position Listing, effective January 28, 2019, as reflected in Appendix "E"**

Approval of the recommended actions would adjust the hourly rate to \$12.00/Hour, the State minimum wage, which became effective January 1, 2019, to remain competitive within the local labor market. The increased cost of \$135,201, which includes \$17,323 in Net County Cost (NCC), will be absorbed within the FY 2018-19 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 2018-19 is approximately \$135,201 (\$17,323 in NCC). The annual cost is approximately \$320,444 (\$41,058 in NCC). Sufficient appropriations are included in the FY 2018-19 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 \$12.00/Hour, effective January 1, 2019 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 \$12.00/Hour to remain competitive within the local labor market.

From January 30, 2007 to January 28, 2019, your Board has approved six hourly rate increases from \$6.75/Hour to \$11.00/Hour pursuant to the corresponding California minimum wage increases. These increases were requested and approved to remain competitive within the local labor market.

All listed level I classifications will see an increase to minimum wage, and listed classifications at levels II and III will see an increase above minimum wage in order to maintain an appropriate spread with subordinate classifications.

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

Representation Unit 4 - Eligibility Workers

- Social Worker Aide I

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

- Behavioral Health Worker I
- Dietary Aide I/II/III
- Library Aide
- Office Assistant I
- Peer Support Specialist I/II
- Washer

Representation Unit 13 - Crafts and Trades

- Disposal Site Attendant I/II
- Stock Clerk I/II

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 Agricultural Field Aide, Office Assistant I - Confidential, and Parent Partner I/II, 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 Forensic Lab Technician
- Sheriff's Student Worker

The Addenda to the Memoranda of Understanding (MOUs), effective January 28, 2019, codify the aforementioned recommended salary range adjustments.

REFERENCE MATERIAL:

BAI #33, November 6, 2018 - MOU for Unit 13
BAI #42, August 7, 2018 - MOUs for Unit 2, 3, 4, 12, 22, 36
BAI #24, February 6, 2018 - Salary Resolution Adjustments
BAI #22, February 7, 2017 - Salary Range Adjustments
BAI #20, February 2, 2016 - Salary Range Adjustments
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:

Salary Resolution Amendment - Appendix "E"
Addendum - Unit 4
Addendum - Unit 12
Addendum - Unit 13
Addendum - Unit 22

CAO ANALYST:

Debbie Paolinelli