



Board Agenda Item 24

DATE: January 7, 2020

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Salary Resolution Adjustments

RECOMMENDED ACTION(S):

1. **Approve Salary Resolution amendment setting the minimum hiring step for the identified classifications as the first step at or above \$13.00 per hour, effective December 30, 2019, as reflected in Appendix A.**
2. **Approve Salary Resolution amendment adjusting the hourly rate for the identified hourly classifications to \$13.00/hour, effective December 30, 2019, as reflected in Appendix A.**

Approval of the recommended actions would adjust the hourly rate of the identified classifications to at least \$13.00/hour, which equals or exceeds the California minimum wage that becomes effective January 1, 2020. This item affects all departments.

ALTERNATIVE ACTION(S):

This change is required to align with California minimum wage law and to stay competitive in the local labor market.

FISCAL IMPACT:

The total estimated annual cost of the recommended actions is approximately \$716,173 (\$190,060 in NCC). The FY 2019-20 cost is approximately \$359,068 (\$95,290 in NCC). Sufficient appropriations are included in the FY 2019-20 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 \$13.00/hour, effective January 1, 2020, for employers with 26 employees or more. Adjusting the entry-level step for classifications that start below \$13.00/hour allows the County to meet or exceed the minimum wage standard without disrupting higher level classifications or upsetting the spread between clerical-level and technical-level classifications and is being recommended in consultation with County Counsel.

From January 30, 2007, to January 29, 2019, your Board has approved seven hourly rate increases from \$6.75/hour to \$12.00/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 recommended action would adjust the hiring step of the classifications listed below:

<u>Classification:</u>	<u>New Entry Step</u>
Agricultural Field Aide	3
Behavioral Health Worker I	4
Dietary Aide I	4
Dietary Aide II	2
Janitor	3
Library Aide	4
Medical Assistant I	3
Office Assistant I	4
Office Assistant I - C	4
Parent Partner I	3
Peer Support Specialist I	4
Social Worker Aide I	4
Therapy Aide	3
Washer	4

Approval of the second recommended action would adjust the hourly rate to \$13.00/hour 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
- Student Worker

REFERENCE MATERIAL:

BAI #45, January 29, 2018 - Salary Range 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:

Appendix A

CAO ANALYST:

Debbie Paolinelli