



# County of Fresno

Hall of Records, Rm. 301  
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Fresno, California  
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## Legislation Details (With Text)

**File #:** 19-1578 **Name:** Salary Resolution Adjustments

**In control:** Human Resources

**On agenda:** 1/7/2020 **Final action:** 1/7/2020

**Enactment date:** **Enactment #:** Salary Resolution No. 20-001

**Title:** 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; and, approve Salary Resolution amendment adjusting the hourly rate for seven identified hourly classifications to \$13.00/hour, effective December 30, 2019, as reflected in Appendix A

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Agenda Item, 2. Salary Resolution No. 20-001

Date	Ver.	Action By	Action	Result
1/7/2020	1	Board of Supervisors	Conducted Hearings	Pass

**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