



Monterey County

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Board Report

Legistar File Number: 17-0308

April 18, 2017

Introduced: 3/24/2017

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Library Page and Aide I classifications as indicated in the attached Resolution to comply with California Senate Bill No. 3, raising the minimum wage to \$10.50/hour, retroactive to January 1, 2017;
- b. Amend Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to abolish the classifications of Recreation Leader and Temporary Library Page;
- c. Authorize the Auditor-Controller to make payments to impacted employees, retroactive to January 1, 2017; and
- d. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Library Page and Aide I classifications as indicated in the attached Resolution to comply with California Senate Bill No. 3, raising the minimum wage to \$10.50/hour, retroactive to January 1, 2017;
- b. Amend Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to abolish the classifications of Recreation Leader and Temporary Library Page;
- c. Authorize the Auditor-Controller to make payments to impacted employees, retroactive to January 1, 2017; and
- d. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

On April 4, 2016, Senate Bill No. 3 was signed into law, which, in part, raised the California minimum wage to \$10.50/hour, effective January 1, 2017.

Currently, the first-step salary rates of four County job classifications fall below the new State minimum wage:

<u>Class Code</u>	<u>Classification</u>
60Q01	Aide I
68D01	Recreation Leader
80C24	Library Page
8TC23	Temporary-Library Page

Accordingly, it is recommended that the salary ranges of the Aide I and Library Page classifications be adjusted as indicated in the attached Resolution, retroactively to January 1, 2017, in order for the compensation rate of these classifications to be brought into alignment with the new minimum wage and to allow the Auditor-Controller to make payments, retroactive to the effective date, to the impacted, incumbent employees.

Additionally, a review of these classifications by the Human Resources Department (HRD) identified that the classifications of Recreation Leader and Temporary Library Page no longer meet the needs of the County. Therefore, it is recommended that these classifications be abolished.

OTHER AGENCY INVOLVEMENT:

Monterey County Free Libraries (MCFL) has been apprised of the impact of the legislative wage increase to the subject Library classifications and concurs with HRD's recommendations. MCFL and the Resource Management Agency concur with recommended abolishment of the classifications of Temporary Library Page and Recreation Leader, respectively.

FINANCING:

There is no impact to the General Fund. The Library Page is the only classification impacted by the new minimum wage with incumbents. There are sufficient appropriations in MCFL Approved Budget for FY 2016-17, Fund 003, Appropriation Unit LIB001, to support the recommended action.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

The recommended action addresses the Board of Supervisors' Administration Strategic Initiative and demonstrates the County's commitment to meeting the Board's initiatives by attracting, recruiting, and retaining a diverse, talented work force that supports the mission of Monterey County.

Economic Development
X Administration
Health & Human Services
Infrastructure
Public Safety

Prepared By: Kim Moore, Assistant Director of Human Resources, 755- 5353

Approved By: Irma Ramirez-Bough, Director of Human Resources

Attachment:

Resolution

cc: Michael J. Miller, Auditor-Controller

Jayanti Addleman, County Librarian

Carl P. Holm, Resource Management Agency Director