



Monterey County

Board of Supervisors
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

Legistar File Number: RES 19-059

May 21, 2019

Introduced: 5/13/2019

Version: 1

Current Status: Agenda Ready

Matter Type: BoS Resolution

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Community Service Aide I, Library Page and Student Intern classifications as indicated in the attached Resolution to comply with California Senate Bill No. 3, raising the minimum wage to \$12.00/hour retroactive to January 1, 2019;
- b. Authorize the Auditor-Controller to make payments to impacted employees, retroactive to January 1, 2019; and
- c. Approve and amend Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to abolish the classifications of: Aide I, Aide II, Aide III, Aide IV and Aide V, as indicated in the attached Resolution; 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 Community Service Aide I, Library Page and Student Intern classifications as indicated in the attached Resolution to comply with California Senate Bill No. 3, raising the minimum wage to \$12.00/hour retroactive to January 1, 2019;
- b. Authorize the Auditor-Controller to make payments to impacted employees, retroactive to January 1, 2019; and
- c. Approve and amend Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to abolish the classifications of: Aide I, Aide II, Aide III, Aide IV and Aide V, as indicated in the attached Resolution; and
- d. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

On April 4, 2016, California Senate Bill No. 3 was signed into law, raising the California minimum wage to \$12.00/hour, effective January 1, 2019.

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

<u>Class Code</u>	<u>Classification</u>
60P01	Community Service Aide I
80C24	Library Page
90A01	Student Intern

Accordingly, it is recommended that the salary ranges of the Community Service Aide I, Library Page and Student Intern classifications be adjusted as indicated in the attached Resolution, effective January

1, 2019, for the compensation rate of these classifications to be brought into alignment with the new minimum wage.

Separately, a review of the Aide I, Aide II, Aide III and Aide IV classifications indicate the classes no longer meet the needs of the County. It is therefore recommended that the classification series of: Aide I, Aide II, Aide III, Aide IV and Aide V be abolished, as indicated in the attached Resolution.

OTHER AGENCY INVOLVEMENT:

The Library Page is the only classification impacted by the new minimum wage with incumbents. The Monterey County Free Libraries (MCFL) has been apprised of the impact of the legislative wage increase to the subject Library Page classification and concurs with the recommendations.

FINANCING:

There is no impact to the General Fund. There are sufficient appropriations in the MCFL Recommended Budget for FY 2019-20, 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
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared By: Irene Espinoza, Associate Personnel Analyst, 755-5129

Approved By: Irma Ramirez-Bough, Director of Human Resources, 755-5043



Attachment:
Resolution

cc: Chris Ricker, Acting County Librarian