



Legislation Details (With Board Report)

File #: 19-0931 **Name:** Min. Wage Adjustment
Type: General Agenda Item **Status:** Passed - Human Resources Department
File created: 12/2/2019 **In control:** Board of Supervisors
On agenda: 12/10/2019 **Final action:** 12/10/2019

Title: Adopt a Resolution to:
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, Park Services Aide I and Student Intern classifications, as indicated in Attachment A, to comply with California Senate Bill No. 3, increasing the minimum wage to \$13.00/hour, effective January 1, 2020; and
b. Amend the Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Community Service Aide II as indicated in Attachment A, effective January 1, 2020; and
c. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. ATTACHMENT A_11.27.19 Final, 3. BOS Resolution Min Wage Increase_11.27.19 Final, 4. Completed Board Order and Resolution Item No. 77

Date	Ver.	Action By	Action	Result
12/10/2019	1	Board of Supervisors	adopted - human resources department	Pass

Adopt a Resolution to:
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, Park Services Aide I and Student Intern classifications, as indicated in Attachment A, to comply with California Senate Bill No. 3, increasing the minimum wage to \$13.00/hour, effective January 1, 2020; and
b. Amend the Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Community Service Aide II as indicated in Attachment A, effective January 1, 2020; and
c. 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, Park Services Aide I and Student Intern classifications as, indicated in Attachment A, to comply with California Senate Bill No. 3, increasing the minimum wage to \$13.00/hour, effective January 1, 2020; and
b. Amend the Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Community Service Aide II as indicated in Attachment A, effective January 1, 2020; and
c. 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, increasing the California minimum wage to \$13.00/hour, effective January 1, 2020.

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>
60P01	Community Service Aide I
80C24	Library Page
68C01	Park Services Aide I
90A01	Student Intern

Accordingly, it is recommended that the salary ranges of the Community Service Aide I, Library Page, Park Services Aide I and Student Intern classifications be adjusted as indicated in Attachment A, effective January 1, 2020, for the compensation rate of these classifications to be brought into alignment with the new minimum wage.

It was also identified that in adjusting the salary range for the Community Service Aide I to comply with Senate Bill No. 3, resulted in compaction between the Community Service Aide I and Community Service Aide II. It is therefore recommended, that the Community Service Aide II salary range be increased by 6.21%, which will maintain the current spread between the classifications and prevent compaction.

OTHER AGENCY INVOLVEMENT:

The Monterey County Free Libraries (MCFL), Resource Management Agency and the Health Department have been apprised of the impact of the legislative wage increase to these classifications with incumbents and concurs with the recommendations.

FINANCING:

All three departments have confirmed there are sufficient appropriations in their Recommended Budgets for FY 2019-20, to support the recommended action.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Check the related Board of Supervisors Strategic Initiatives:

Economic Development:

- Through collaboration, strengthen economic development to ensure a diversified and healthy economy.

Administration:

- Promote an organization that practices efficient and effective resource management and is recognized for responsiveness, strong customer orientation, accountability and transparency.

Health & Human Services:

- Improve health and quality of life through County supported policies, programs, and services; promoting access to equitable opportunities for healthy choices and healthy environments in collaboration with communities.

Infrastructure:

- Plan and develop a sustainable, physical infrastructure that improves the quality of life for County residents and supports economic development results.

Public Safety:

- Create a safe environment for people to achieve their potential, leading businesses and communities to thrive and grow by reducing violent crimes as well as crimes in general.

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

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

Attachment:

Attachment A is on file with the Clerk of the Board
Resolution is on file with the Clerk of the Board

cc: Carl Holm, RMA Director
Elsa Jimenez, Director of Health Services
Hillary Theyer, Library Director