



Legislation Details (With Board Report)

File #: RES 17-201 **Name:** 2018 Minimum Wage Increase
Type: BoS Resolution **Status:** Passed
File created: 12/4/2017 **In control:** Board of Supervisors
On agenda: 12/12/2017 **Final action:** 12/12/2017

Title: Adopt a Resolution to:
a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Aide I and Library Page classifications as indicated in the attached Resolution to comply with California Senate Bill No. 3, raising the minimum wage to \$11.00/hour effective January 1, 2018; and
b. Direct the Human Resources Department to implement the changes in the Advantage HRM System. (REVISED RESOLUTION SUBMITTED VIA SUPPLEMENTAL)

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. Revised Resolution, 3. Completed Board Order & Resolution

| Date | Ver. | Action By | Action | Result |
|------------|------|----------------------|---------|--------|
| 12/12/2017 | 1 | Board of Supervisors | adopted | Pass |

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b. Direct the Human Resources Department to implement the changes in the Advantage HRM System. (REVISED RESOLUTION SUBMITTED VIA SUPPLEMENTAL)

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 Aide I and Library Page classifications as indicated in the attached Resolution to comply with California Senate Bill No. 3, raising the minimum wage to \$11.00/hour effective January 1, 2018; and
- b. 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, which, in part, raised the California minimum wage to \$11.00/hour, effective January 1, 2018.

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

| <u>Class Code:</u> | <u>Classification</u> |
|--------------------|-----------------------|
| 60Q01 | Aide I |
| 80C24 | 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, effective January 1, 2018, in order for the compensation rate of these classifications to be brought into alignment with the new minimum wage.

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 the recommendations.

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 2017-18, 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

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Attachment:
Resolution