



Contra
Costa
County

To: Board of Supervisors
From: Dianne Dinsmore, Human Resources Director
Date: December 5, 2017

Subject: ADOPT Resolution No. 2017/396 directing the Human Resources Department to adjust and maintain the salary ranges in step with California Minimum Wage

RECOMMENDATION(S):

ADOPT Resolution No. 2017/396 directing the Human Resources Department to reallocate certain job classifications on the Salary Schedule to be in line with the State of California minimum wage law effective January 1, 2018; Child Nutrition Food Services Assistant-Project (98V1), Child Nutrition Worker I-Project Sub (98W3), Assistant Teacher-Project (CJW4), Library Aide-Exempt (3KW4), Teacher Asst. Trainee-Project (CJK1), EHS Workforce Dev Youth Worker-Project (X762), WEX Trainee (XSK2), Child Nutrition Worker I-Project (98W1), Student Intern Level I (998A), Title V Trainee (XSK1), and maintain the salary ranges of existing and to-be-created job classifications to be in step with the State of California Minimum wage through December 31, 2022.

FISCAL IMPACT:

Upon approval, the cost of this action will be absorbed by the Departments who utilize these classifications.

BACKGROUND:

The State of California hourly minimum wage rose from \$10.00 to \$10.50 effective January 1, 2017 and is scheduled to increase several more times.

APPROVE OTHER
 RECOMMENDATION OF CNTY ADMINISTRATOR RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **12/05/2017** APPROVED AS RECOMMENDED OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: December 5, 2017

David J. Twa, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

Contact: Dianne Dinsmore (925)
335-1766

BACKGROUND: (CONT'D)

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The State of California hourly minimum wage is scheduled to increase as follows:

- \$11.00 effective January 1, 2018
- \$12.00 effective January 1, 2019
- \$13.00 effective January 1, 2020
- \$14.00 effective January 1, 2021
- \$15.00 effective January 1, 2022.

Although the County is not subject to the State minimum wage law, the Board of Supervisors wants County employees' pay to keep in step with this law.

On March 14, 2017, the Board of Supervisors adopted Resolution No. 2017/101 to bring the salary ranges of certain job classifications to be in step with the State of California January 1, 2017, minimum wage, effective March 1, 2017. This action directs the Human Resources Department to adjust and maintain the salary ranges of current classifications as well as classifications that may be created during the term of this Resolution, to be in step with the State of California Minimum wage through December 31, 2022.

In order to remain in step, job classes below the State of California minimum wage will be reallocated on the salary schedule on January 1 of each year to set Step 1 of the salary range at the minimum wage. Additional steps will be adjusted as needed to maintain the current percentage between steps with the exception of Step 2 of the Title V Trainee which will retain a difference between steps of \$1.00.

If a Memorandum of Understanding provides for a general negotiated salary increase (NSI), and such increase would exceed the January 1 minimum wage, the salary range will be adjusted to the level it would have been as the result of the NSI as though the January 1 minimum wage adjustment had not occurred.

CONSEQUENCE OF NEGATIVE ACTION:

If this request is not approved, Contra Costa County will not pay at least the State of California minimum wage.

ATTACHMENTS

Resolution No. 2017/396