



# Contra Costa County

To: Board of Supervisors  
From: David Twa, County Administrator  
Date: March 14, 2017

Subject: Resolution No. 2017/101 State of California Minimum Wage

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## **RECOMMENDATION(S):**

ADOPT Resolution No. 2017/101 to adjust the salary ranges of certain job classifications to be in step with the State of California minimum wage effective March 1, 2017.

## **FISCAL IMPACT:**

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

## **BACKGROUND:**

The State of California has increased the hourly minimum wage to \$10.50 effective January 1, 2017, \$11.00 effective January 1, 2018, \$12.00 effective January 1, 2019, \$13.00 effective January 1, 2020, \$14.00 effective January 1, 2021, and \$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 step with this new law.

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☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

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Action of Board On: **03/14/2017** ☒ 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: March 14, 2017

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

Contact: Lisa Driscoll, County  
Finance Director (925) 335-1023

By: Rolanda Hartfield, Deputy

## BACKGROUND: (CONT'D)

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In order to remain in step, the job classifications listed in the table below will be reallocated on the salary schedule to set the salary step 1 at no less than \$10.50 per hour effective March 1, 2017. 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.

Job Code	Classification
3KW4	LIBRARY AIDE-EXEMPT
998A	STUDENT INTERN LEVEL I
X762	EHS WORKFORCE DEV YOUTH WKR-PJ
XSK1	TITLE V TRAINEE
XSK2	WEX TRAINEE

The Student Intern Level I classification is the first in a series of 5 classes (Student Intern I, II, III, IV, and V). The range of each class will be increased to retain the same percentage spread between each class. Additional recommendations will be made in the coming months regarding County classification and minimum wage moving forward.

## 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. 2017/101