



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: October 9, 2018

Subject: Direct the Human Resources Department to Adjust Specific Salary Ranges in relation to California Minimum Wage

RECOMMENDATION(S):

DIRECT the Human Resources Director, or designee, to allocate the three percent wage increase negotiated for specified employees in the Community Services Bureau on top off the minimum wage increase of January 1, 2018.

FISCAL IMPACT:

The resolution implementing a wage increase for specified Community Services Unit employees impacted by this action was on the Board's agenda of September 25, 2018. The cost of the three percent (3%) wage increase is dependent upon the number of hours worked by the employees. All costs will be absorbed by the Community Services Bureau of the Employment and Human Resources Department. This action is administrative and has no additional cost.

BACKGROUND:

On December 5, 2017, the Board of Supervisors adopted Resolution No. 2017/396 which specifies actions to align employee wages with the California hourly minimum wage. 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

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **10/09/2018** ☒ 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: October 9, 2018

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

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

By: June McHuen, Deputy

at the minimum wage.

BACKGROUND: (CONT'D)

Several classifications within the Community Services Bureau were adjusted on January 1, 2018 pursuant to Resolution No. 2017/396.

The minimum wage Board Order included a statement that read "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".

Subsequently, on September 24, 2018, the County adopted a three percent (3%) wage increase for employees in the Community Services Units represented by Public Employees Union Local 1. Because four of the effected classifications fall below the January 1, 2019 California Minimum Wage of \$12.00, even if the wage adjustment is calculated on current salary, it is recommended that these classification be allocated the entire three percent wage increase negotiated "on top off" the minimum wage increase of January 1, 2018. It is also recommended that these classifications continue to be adjusted for minimum wage each January 1.

CONSEQUENCE OF NEGATIVE ACTION:

If this request is not approved, specified employees in the Community Services Bureau will not receive a three percent wage increase.

ATTACHMENTS

Minimum Wage Board Order - December 5, 2017