



Agenda Submittal

Agenda #: 8 **Status:** Consent Calendar
Type: Resolution **Department:** Human Resources
File #: 18-432 **Contact:** Marc Fox, 784-2552
Agenda date: 6/12/2018 **Final action:** 6/12/2018
Title: Adopt a resolution amending the Alphabetical Listing of Classes and Salaries to increase the hourly rate for the Peer Group Co-Facilitator to comply with the California minimum wage

Governing body: Board of Supervisors
District: All
Attachments: 1. A - Resolution, 2. Minute Order

Date	Ver.	Action By	Action	Result
6/12/2018	1	Board of Supervisors	Adopted	

Published Notice Required? Yes ☐ No ☒
Public Hearing Required? Yes ☐ No ☒

DEPARTMENTAL RECOMMENDATIONS:

The Human Resources Department recommends that the Board of Supervisors adopt a resolution amending the Alphabetical Listing of Classes and Salaries to increase the hourly rate for Peer Group Co-Facilitator to comply with California minimum wage.

SUMMARY:

The California minimum wage increased from \$10.50 to \$11.00 per hour effective January 1, 2018. The Peer Group Co-Facilitator is the only job classification that falls below the California minimum wage. The Director of Human Resources recommends the salary schedule be amended to reflect the California minimum wage.

FINANCIAL IMPACT:

The fiscal impact for the current fiscal year is estimated at less than \$100 as only one extra-help employee, who began County employment in May 2018, is impacted and the Probation Department will absorb the added cost within their current budget allocation.

DISCUSSION:

The California legislature previously enacted, and the Governor signed into law, increases to the California minimum wage. Minimum wage increases occur over time with the latest increase effective January 1, 2018, where the California minimum wage increased to \$11.00 per hour. The California minimum wage is greater than the federal minimum wage (\$7.25 per hour). There is one job classification, Peer Group Co-Facilitator, impacted by the change to the California minimum wage. The Peer Group Co-Facilitator is used in the Probation Department to serve the Center for Positive Change clients and, currently, there is only one extra-help employee in this job classification. The one extra-help employee began County employment in May 2018.

ALTERNATIVES:

The Board could choose not to approve the increase in hourly rate for this job classification, but this would result in the County being out of compliance with the current California minimum wage.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department worked with the Auditor-Controller's Officer and the Probation Department.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION