



Solano County

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Legislation Text

File #: 19-51, Version: 1

Adopt a resolution amending the Alphabetical Listing of Classes and Salaries effective December 30, 2018 by increasing the maximum hourly rate for Contract Employee - Professional and Contract Employee - Technical

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

DEPARTMENTAL RECOMMENDATION:

The Director of Human Resources recommends amending the Alphabetical Listing of Classes and Salaries effective December 30, 2018 by increasing the maximum hourly rate for Contract Employee - Professional from \$145 to \$150 and Contract Employee - Technical from \$100 to \$105 per hour.

SUMMARY:

The classifications of Contract Employee - Professional and Contract Employee - Technical were established in 2001. The maximum pay rate for Contract Employee - Professional was last increased in 2007. The maximum pay rate for Contract Employee - Technical has not been adjusted since the class was established.

FINANCIAL IMPACT:

There is no financial impact in amending the Alphabetical Listing of Classes and Salaries. Any financial impact for specific Contract Employees is dependent on the contract between the County and the individual employee, the type of work performed, and the specific department's operating budget. The costs associated with preparing the agenda item are nominal and absorbed by the department's FY2018/19 Adopted Budget.

DISCUSSION:

The classes of Contract Employee - Professional and Contract Employee - Technical were established in 2001. The maximum pay rate for Contract Employee - Professional was amended from \$100 to \$145 per hour in 2007. The maximum pay rate for Contract Employee - Technical was established at \$100 in 2001 and has never been amended. (The minimum pay rate has been amended over time to ensure that the pay meets or exceeds California minimum wage.)

The Director of Human Resources recommends a \$5 per hour increase to both classes, particularly given the number of years since either class was adjusted. As departments prepare their FY2019/20 operating budgets, those contract employees near the maximum pay rate can be reviewed for any appropriate adjustment.

ALTERNATIVES:

The Board of Supervisors could opt to not increase the maximum rate for one or both classes; however, this option is not recommended given the number of years since either class' pay rate was adjusted.

OTHER AGENCY INVOLVEMENT:

None.

CAO RECOMMENDATION:

APPROVE DEPARTMENTAL RECOMMENDATION