



Legislation Details (With Text)

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File created: 11/22/2021 **In control:** Board of Supervisors

On agenda: 12/14/2021 **Final action:** 12/14/2021

Title: Human Resources Department recommending the Board:
 1) Approve the minimum wage increase for the County of El Dorado from \$14.00 to \$15.00, effective the pay period containing January 1, 2022; and
 2) Adopt and authorize the Chair to sign Resolution 179-2021 to increase salaries of certain classifications impacted by the minimum wage increase.

FUNDING: Various.

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - Resolution 12-14-21, 2. B - Approved Blue Route 12-14-21, 3. Executed Resolution 179-2021

| Date | Ver. | Action By | Action | Result |
|------------|------|----------------------|----------|--------|
| 12/14/2021 | 1 | Board of Supervisors | Approved | Pass |

Human Resources Department recommending the Board:
 1) Approve the minimum wage increase for the County of El Dorado from \$14.00 to \$15.00, effective the pay period containing January 1, 2022; and
 2) Adopt and authorize the Chair to sign Resolution **179-2021** to increase salaries of certain classifications impacted by the minimum wage increase.

FUNDING: Various.

DISCUSSION / BACKGROUND

On April 4, 2016, the Governor of California signed legislation raising the minimum wage for all industries (Senate Bill 3, amending section 1182.12 of the California Labor Code). Effective January 1, 2022, the minimum wage in California will increase from \$14.00 per hour to \$15.00 per hour. The Department of Human Resources is recommending salary increases as identified in the attached resolution to meet the minimum threshold for the following classifications:

- Elections Worker - EH
- General Trainee - EH
- Park Operations Assistant
- Student Intern - EH
- Student Intern Grad/Law - EH
- Student Intern Undergrad - EH
- Transportation Officer - EH
- Program Aide
- Food Services Aide
- Mealsite Coordinator

- River Instructor - EH
- Custodian

In consideration of compaction and maintaining internal alignment, the Department of Human Resources is recommending salary increases as identified in the attached resolution for nine additional classifications, which include the following:

- Cook I
- Sr. Custodian
- Cook II
- Custodial Supervisor
- IHSS Public Authority Registry/Training Specialist
- Program Assistant
- Food Services Supervisor
- Program Coordinator
- Seniors' Daycare Program Supervisor

ALTERNATIVES

In order to comply with the above mentioned Senate Bill, there is no alternative to increasing the classifications to meet the minimum threshold. However, the Board could choose not to increase the nine additional classifications to address compaction and maintain internal alignment.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

El Dorado County Employees' Association, Local 1
Operating Engineers, Local 3

CAO RECOMMENDATION

Approve as recommended.

FINANCIAL IMPACT

The annual fiscal impact for all classifications is approximately \$110,700. The approximate cost for the remaining six months of Fiscal Year 2021-22 is \$55,350. These amounts have not been budgeted, but it is anticipated that departments can use savings to offset the additional costs.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Upon Board approval, please provide a copy of the fully executed Resolution to Lauren Montalvo and Heather Andersen in Human Resources.

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

Joseph Carruesco, Director of Human Resources