



Legislation Details (With Text)

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Type: Agenda Item **Status:** Approved

File created: 1/9/2018 **In control:** Board of Supervisors

On agenda: 1/23/2018 **Final action:** 1/23/2018

Title: Human Resources recommending the Board:
1) Approve and authorize the Chair to sign Resolution 005-2018 to amend the Salary Schedule effective December 23, 2017 (Pay Period 1) for the classifications of Mental Health Driver-X Help, Park Operations Assistant-EH, Probation Transport Driver, and Transportation Officer-X Help, to be in compliance with the new California minimum wage rate, which took effect January 1, 2018; and
2) Authorize Human Resources and the Payroll Division of the Auditor/Controller's Office to implement retroactive pay to any affected employees.

FUNDING: Various.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Executed Resolution 005-2018, 2. A - Min Wage Reso 2018 01-23-18

Date	Ver.	Action By	Action	Result
1/23/2018	1	Board of Supervisors	Approved	Pass

Human Resources recommending the Board:

1) Approve and authorize the Chair to sign Resolution **005-2018** to amend the Salary Schedule effective December 23, 2017 (Pay Period 1) for the classifications of Mental Health Driver-X Help, Park Operations Assistant-EH, Probation Transport Driver, and Transportation Officer-X Help, to be in compliance with the new California minimum wage rate, which took effect January 1, 2018; and
2) Authorize Human Resources and the Payroll Division of the Auditor/Controller's Office to implement retroactive pay to any affected employees.

FUNDING: Various.

DEPARTMENT RECOMMENDATION

Human Resources Department recommending the following:

- 1) The Board approve and authorize the Chair to sign a Resolution to amend the Salary Schedule effective December 23, 2017 (Pay Period 1) for the classifications of Mental Health Driver-X Help, Park Operations Assistant-EH, Probation Transport Driver, and Transportation Officer-X Help, to be in compliance with the new California minimum wage rate, which took effect January 1, 2018.
- 2) The Board authorize the Human Resources Department and the Payroll Division of the Auditor/Controller's Office to implement retroactive pay to any affected employees. (Note: this will impact one employee who is being hired in Pay Period 2 and will result in a 15 cents per hour increase.)

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, 2018, the minimum wage in California increases from \$10.50 per hour to \$11.00 per hour.

On December 5, 2017 (Legistar Item 14-0936), the Board approved to amend the Salary Schedule effective December 23, 2017 (Pay Period 1) for two (2) Extra Help classifications that were paid the minimum wage at step 1, Student Intern - X Help and General Trainee - X Help. Due to an oversight of the Human Resources Department and in order to be in compliance with the new California minimum wage law, the Salary Schedule for the additional four classifications listed herein will need to be amended.

ALTERNATIVES

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

N/A

CAO RECOMMENDATION

It is recommended that the Board approve this item.

FINANCIAL IMPACT

The fiscal impact of this salary increase is minimal and will be absorbed by the departments or adjustments to hours will be made.

CLERK OF THE BOARD FOLLOW UP ACTIONS

Upon Board adoption, please provide Katie Lee in Human Resources with a copy of the fully executed Resolution.

STRATEGIC PLAN COMPONENT

N/A

CONTACT

Tameka Usher, Director of Human Resources