



COUNTY OF HUMBOLDT

For the meeting of: 9/29/2020

File #: 20-1203

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

SUBJECT:

Amendment of the Classification Plan and Associated Resolution to Comply with State Minimum Wage Requirements

RECOMMENDATION(S):

That the Board of Supervisors:

1. Assign Child Support Assistant I - 40-hour (class 0366) from salary range 294 to 296;
2. Assign Custodian - 40-hour (class 0276) from salary range 294 to 296;
3. Assign Election Worker - 40-hour (class 0191) from salary range 282 to 296;
4. Assign Election Worker Rover - 40-hour (class 0192) from salary range 293 to 296;
5. Assign Homemaker - 40-hour (0739) from salary range 288 to 296;
6. Assign Laborer - 40-hour (class 0266) from salary range 293 to 296;
7. Assign Legal Services Assistant I - 40-hour (class 0106) from salary range 293 to 296;
8. Assign Library Materials Mender - 40-hour (0152) from salary range 282 to 296;
9. Assign Medical Clinic Assistant I - 40-hour (class 0513) from salary range 284 to 296;
10. Assign Mental Health Cook's Aide - 40-hour (class 0435) from salary range 282 to 296;
11. Assign Office Assistant I - 40-hour (class 0179) from salary range 282 to 296;
12. Assign Parent Partner I - 40-hour (class 0578A) from salary range 287 to 296;
13. Assign Peer Coach I - 40-hour (class 0576A) from salary range 287 to 296;
14. Assign Recordable Documents Examiner I - 40-hour (class 0155) from Salary Range 295 to 296;
15. Assign Reprographics Technician I (0160) from salary range 282 to 296;
16. Assign Services Support Assistant I - 40-hour (class 1137) from salary range 293 to 296;
17. Assign Vocational Assistant Trainee - 40-hour (class 0742) from salary range 285 to 296;
18. Assign Library Assistant I - 37.5-hour (class 0157A) from salary range 280 to 283;
19. Assign Office Assistant I - 37.5-hour (class 0180) from salary range 269 to 283;
20. Assign Service Support Assistant I - 37.5-hour (class 0137) from salary range 280 to 283; and
21. Adopt Resolution No. _____ (attached) approving the amendment to the Memorandum of Understanding (MOU) between the County of Humboldt and the American Federation of State, County and Municipal Employees (AFSCME) Local 1864 for Units 1-4.

SOURCE OF FUNDING:

Various Funds

DISCUSSION:

Effective January 1, 2020, the California state minimum wage increased from \$12 per hour to \$13 per hour. An analysis of our current compensation plan indicates there were twenty (20) classifications that had steps below the new minimum wage effective January 1, 2020. Classifications with wage rates below minimum wage must be reassigned to a wage range with Step 1A at minimum wage or above. AFSCME also received a 1.5% increase to all classifications effective June 28, 2020 per their current MOU. In order to accurately place these classifications in the appropriate salary range, Human Resources has determined which salary range each classification should have been placed in effective January 1, 2020 and subsequently which salary range each classification should have been increased to effective June 28, 2020. Upon approval, Human Resources will retroactively calculate and pay the difference between the amount each incumbent has been paid since January 1, 2020 and the amount they should have been paid.

FINANCIAL IMPACT:

The fiscal year 2019-20 cost to reassign classifications per the recommendations is approximately \$57,301.02 (salary differential bi-weekly, additional benefit cost bi-weekly, retroactive expense effective January 1, 2020 and total annual cost for remaining calendar year) and will be borne by the impacted budget units containing those classifications that require an increase to compensation. The portion of cost to reassign classifications that will affect the General Fund is approximately \$21,019.23. It is anticipated that impacted budgets will be able to absorb the increased salary expense through other salary savings.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by investing in county employees

OTHER AGENCY INVOLVEMENT:

N/A

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board may choose not to approve the request to reassign the positions as recommended. However, this is not recommended as the county will be in violation of the labor agreement.

ATTACHMENTS:

1. Resolution No. _____
2. AFSCME Salary Range & Classification Plan Proposal

PREVIOUS ACTION/REFERRAL:

Board Order No.: 19-78

Meeting of: August 20, 2019

File No.: 19-1197

