



COUNTY OF HUMBOLDT

For the meeting of: 8/20/2019

File #: 19-1197

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 Library Materials Mender - 40 hour (class 0152) from salary range 267 to 277
2. Assign Election Worker - 40-hour (class 0191) from salary range 272 to 277;
3. Assign Office Assistant I 40-hour (class 0179) from salary range 272 to 277;
4. Assign Office Assistant 1 37.5-hour (class 0180) from wage range 259 to 264; and
5. Adopt Resolution No. _____ (attached) approving the amendment to the Memorandum of Understanding 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, 2019, the California state minimum wage increased from \$11 per hour to \$12 per hour. An analysis of our current compensation plan indicates there are four (4) classifications that have steps below the new minimum wage. Classifications with wage rates below minimum wage must be reassigned to a wage range with Step 1A at minimum wage or above. The Board action today will make these changes retroactive to January 1, 2019.

FINANCIAL IMPACT:

The fiscal year 2019-20 cost to reassign classifications per the recommendations is approximately \$20,829.00 (salary differential bi-weekly, additional benefit cost bi-weekly, retroactive expense effective January 1, 2019 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 \$16,573.00. It is anticipated that impacted budgets will be able to absorb the increased salary expense

File #: 19-1197

through other salary savings.

This item 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:

- Resolution No. _____
- AFSCME Salary Range & Classification Plan Proposal

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A

File No.: N/A