



COUNTY OF HUMBOLDT

For the meeting of: 1/15/2019

File #: 19-86

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 (class 0152) from salary range 266 to 277;
2. Assign Election Worker (class 0191) from salary range 271 to 277;
3. Assign Office Assistant I (class 0179) from salary range 271 to 277;
4. Assign Library Assistant (class 0127) from wage range 275 to 277;
5. Assign Office Assistant 1 (37.5) (class 0180) from wage range 258 to 264; and
6. 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 five (5) positions that have steps below the new minimum wage. Positions 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 2018-19 cost to reassign positions per the recommendations is approximately \$14,456 and will be borne by the impacted budget units containing those classifications that require an increase to compensation. It is anticipated that impacted budgets will be able to absorb the increased salary

expense 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 state minimum wage requirements.

ATTACHMENTS:

- Resolution No. _____

PREVIOUS ACTION/REFERRAL:

Board Order No.: N/A

Meeting of: N/A