

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
BOARD ACTION SUMMARY

DEPT: Chief Executive Office

BOARD AGENDA #: *B-2

AGENDA DATE: December 6, 2016

SUBJECT:

Approval to Increase the Salary Scale for the Clerical/Community Aide Classification in Response to the Increase in the State of California Minimum Wage

BOARD ACTION AS FOLLOWS:

No. 2016-597

On motion of Supervisor Chiesa, Seconded by Supervisor Withrow
and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Withrow, DeMartini, and Chairman Monteith

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) Approved as recommended

2) Denied

3) Approved as amended

4) Other:

MOTION:

ATTEST: 
PAM VILLARREAL, Assistant Clerk

File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
AGENDA ITEM**

DEPT: Chief Executive Office
Urgent Routine

BOARD AGENDA #: *B-2

AGENDA DATE: December 6, 2016

CEO CONCURRENCE: *photo*

4/5 Vote Required: Yes No

SUBJECT:

Approval to Increase the Salary Scale for the Clerical/Community Aide Classification in Response to the Increase in the State of California Minimum Wage

STAFF RECOMMENDATIONS:

Approve the increase to the salary scale for the Clerical/Community Aide Classification effective the beginning of the pay period that contains January 1, 2017 and January 1, 2018 in response to the State of California Minimum Wage.

DISCUSSION:

On September 25, 2013, the California Legislature enacted Assembly Bill No. 10 signed by the Governor of California, increasing the minimum wage for all industries from \$9.00 per hour to \$10.00 per hour effective January 1, 2016. Under the legislation, California's \$10.00 an hour minimum wage will increase to \$10.50 effective January 1, 2017, and \$11.00 an hour effective January 1, 2018. The Chief Executive Office reviewed all salaries in response to the minimum wage increase and found the Clerical/Community Aide classification will fall below the newly increased minimum wage. This classification performs routine clerical or community outreach services for various County departments. The County does not allocate positions to this classification and all employees assigned to this classification are considered extra-help.

Historically the salary of the Clerical/Community Aide classification is set at an hourly rate slightly above the California minimum wage. Effective January 1, 2017, the California minimum wage will increase from \$10.00 per hour to \$10.50 per hour. The current hourly rate for this position starts at \$10.15. It is recommended to increase the starting hourly rate for Clerical/Community Aide to \$10.65. This is in keeping with the historical relationship between minimum wage and the Clerical/Community Aide classification pay rate. The recommended salary scale for 2017 and 2018 is proposed below.

Clerical Community Aide	Step 1	Step 2	Step 3	Step 4	Step 5
Current salary scale	\$10.15	\$10.66	\$11.19	\$11.75	\$12.34
Recommended salary scale 2017	\$10.65	\$11.18	\$11.74	\$12.33	\$12.95
Recommended salary scale 2018	\$11.15	\$11.71	\$12.29	\$12.91	\$13.55

POLICY ISSUE:

Approval of the recommendation to increase the salary scale for the Clerical/Community Aide classification effective the beginning of the pay period that contains January 1, 2017 and

Approval to Increase the Salary Scale for the Clerical/Community Aide Classification in Response to the Increase in the State of California Minimum Wage

January 1, 2018 will ensure the County is compliant with State of California minimum wage requirements on January 1, 2017 and January 1, 2018.

FISCAL IMPACT:

The fiscal impact of implementing the salary increase for the Clerical/Community Aide classification as recommended is estimated to be \$33,250 annually across all departments. Departments utilizing this classification will make any required budget adjustments with their proposed 2017-2018 budget requirements.

BOARD OF SUPERVISORS' PRIORITY:

Approval recommended actions support the Board's priority of Efficient Delivery of Public Services.

STAFFING IMPACT:

This wage increase affects 78 current employees within the County. These employees are classified as extra-help and work less than full-time annually. There are no benefits associated with this classification.

CONTACT PERSON:

Tamara Thomas, Interim Human Resources Director, Chief Executive Office, 209-525-6333

ATTACHMENT(S):

None