

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

DEPT: Chief Executive Office

BOARD AGENDA # \*B-3

Urgent

Routine

AGENDA DATE December 18, 2007

CEO Concurs with Recommendation YES  NO   
(Information Attached)

4/5 Vote Required YES  NO

SUBJECT:

Approval to Modify the Effective Date for Scheduled Salary Increases for the Clerical/Community Aid I/II Classifications in Response to the Increase in the State of California Minimum Wage.

STAFF RECOMMENDATIONS:

Approve a change in the effective date for a previously approved 4% salary increase for the Clerical/Community Aid I/II classifications from January 5, 2008 to December 22, 2007 in response to the January 1, 2008 increase in the State of California minimum wage.

FISCAL IMPACT:

There will be a slight fiscal impact to this recommendation based on implementing a 4% salary increase for the Clerical Community Aid I/II classifications one pay period before originally approved by the Board. The three departments currently utilizing this extra-help, non-benefited classification are able to absorb the increase within their existing appropriations.

BOARD ACTION AS FOLLOWS:

No. 2007-995

On motion of Supervisor Mayfield, Seconded by Supervisor Grover  
and approved by the following vote,

Ayes: Supervisors: Mayfield, Grover, Monteith, DeMartini, and Chairman O'Brien

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:

Christine Ferraro  
CHRISTINE FERRARO TALLMAN, Clerk

File No.

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**DISCUSSION:**

On September 12, 2006, the California Legislature enacted legislation signed by the Governor of California, raising the minimum wage for all industries from \$6.75 per hour to \$7.50 per hour effective January 1, 2007. Additionally, the legislation raises the minimum wage to \$8.00 per hour effective January 1, 2008. The Chief Executive Office reviewed all salaries in response to the minimum wage increase and found two classifications that will fall below the newly increased minimum wage, the Clerical/Community Aid I and Clerical/Community Aid II.

The Clerical/Community Aid I/II classification series is an extra-help classification and is currently utilized by the Health Services Agency, Sheriff's Department, and County Library. This classification series is scheduled to receive a 4% salary increase effective the first full pay period after January 1, 2008. This increase was approved by the Board of Supervisors on May 8, 2007 in conjunction with labor agreements for several County bargaining units. The effective date of this increase must be moved up by one pay period to December 22, 2007 in order to comply with the January 1, 2008 minimum wage increase. This change will only apply to the Clerical/Community Aid classification series, all other scheduled wage increases will remain as previously approved.

**POLICY IMPACTS:**

Approval of the recommendation to change the effective date for the Clerical Community Aid I/II classification series will ensure the County is compliant with State minimum wage requirements on January 1, 2008.

**STAFFING IMPACTS:**

This wage increase affects 89 current employees within the County. The majority of these employees work less than full-time annually and there are no benefits associated with this classification series.