

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

DEPT: Chief Executive Office

BOARD AGENDA # \*B-8

Urgent

Routine

AGENDA DATE November 24, 2015

CEO Concurs with Recommendation YES  NO   
(Information Attached)

4/5 Vote Required YES  NO

SUBJECT:

Approval to Increase the Salary Scale for the Clerical/Community Aid 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 Aid Classification effective the beginning of the pay period that contains January 1, 2016 in response to the January 1, 2016 increase in the State of California minimum wage.

FISCAL IMPACT:

The fiscal impact of implementing the salary increase for the Clerical/Community Aid classification as recommended is estimated to be \$45,000 annually. Departments utilizing this classification will make any required budget adjustments during the 2015-2016 fiscal year if necessary.

BOARD ACTION AS FOLLOWS:

No. 2015-587

On motion of Supervisor Chiesa, Seconded by Supervisor O'Brien

and approved by the following vote,

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

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) Denied

3) Approved as amended

4) Other:

MOTION:

ATTEST:

  
CHRISTINE FERRARO TALLMAN, Clerk

File No.

**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 \$8.00 per hour to \$9.00 per hour effective July 1, 2014. Further, AB 10 increased the minimum wage to \$10.00 per hour effective January 1, 2016. The Chief Executive Office reviewed all salaries in response to the minimum wage increase and found the Clerical/Community Aid classification will fall below the newly increased minimum wage. The Clerical/Community Aid 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, 2016, the California minimum wage will increase from \$9.00 per hour to \$10.00 per hour. The current hourly rate for the Clerical/Community Aide starts at \$9.24. It is recommended to increase the starting hourly rate for Clerical/Community Aide to \$10.15. This is in keeping with the historical relationship between minimum wage and the Clerical/Community Aide classification pay rate. The recommended salary scale is below.

<b>Clerical Community Aide</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>Current salary scale</b>	\$9.24	\$9.70	\$10.19	\$10.70	\$11.24
<b>Recommended salary scale</b>	\$10.15	\$10.66	\$11.19	\$11.75	\$12.34

**POLICY IMPACTS:**

Approval of the recommendation to increase the salary scale for the Clerical/Community Aid classification effective the beginning of the pay period that contains January 1, 2016 will ensure the County is compliant with State of California minimum wage requirements on January 1, 2016.

**STAFFING IMPACTS:**

This wage increase affects 54 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:**

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