

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

788



FROM: Human Resources Department

SUBMITTAL DATE:
June 5, 2014

SUBJECT: State of California mandated minimum wage adjustment and amend Ordinance No. 440 pursuant to Resolution No. 440-8965. [All Districts] [Ongoing Cost - \$361,155] [Departmental Budgets]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve amendment to Salary Ordinance No. 440 pursuant to Resolution No. 440-8965.

BACKGROUND:

Summary

Effective July 1, 2014, Minimum Wage Order MW-2014 will raise the State of California minimum wage in two phases: The first increase will raise the minimum wage from \$8.00 per hour to \$9.00 per hour. There are currently 22 classifications and approximately 123 employees affected within the first phase of the minimum wage increase. The second increase, effective January 1, 2016, will raise the minimum wage from \$9.00 per hour to \$10.00 per hour. The second phase of the minimum wage increase is estimated to affect 30 classifications and approximately 187 employees.


Departmental Concurrence

Michael T. Stock
Asst. County Executive Officer/
Human Resources Director

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost:	POLICY/CONSENT (per Exec. Office)
COST	\$ 224,846	\$ 292,565	\$ 0	\$ 361,155	Consent <input type="checkbox"/> Policy <input checked="" type="checkbox"/>
NET COUNTY COST	\$ 112,423	\$ 146,283	\$ 0	\$ 180,578	

SOURCE OF FUNDS: Departmental Budgets	Budget Adjustment: No
	For Fiscal Year: 2014/15

C.E.O. RECOMMENDATION: APPROVE

BY: 
Samuel Wong

County Executive Office Signature

MINUTES OF THE BOARD OF SUPERVISORS

- A-30
- Positions Added
- 4/5 Vote
- Change Order

**SUBMITTAL TO THE BOARD OF SUPERVISORS, COUNTY OF RIVERSIDE, STATE OF CALIFORNIA
FORM 11: State of California mandated minimum wage adjustment and amend Ordinance No. 440
pursuant to Resolution No. 440-8965. [All Districts] [Ongoing Cost - \$361,155] [Departmental
Budgets]**

DATE: June 5, 2014

PAGE: 2 of 2

BACKGROUND:

Summary (continued)

To comply with the State of California Minimum Wage Order MW-2014, the following changes are recommended:

Minimum Wage Adjustment

Effective July 1, 2014, increase the minimum hourly rate for all classifications currently below the new mandated rate of \$9.00 per hour as listed within Resolution No. 440-8965. Any Cost of Living increases effective prior to July 1, 2014 have been included for those eligible classifications affected by the mandated minimum wage adjustment.

Effective January 1, 2016, increase the minimum hourly rate for all classifications currently below the new mandated rate of \$10.00 per hour as listed within Resolution No. 440-8965. Any Cost of Living increases effective prior to January 1, 2016 have been included for those eligible classifications affected by the mandated minimum wage adjustment.

Impact on Residents and Businesses

Implementation of the State of California's mandated minimum wage increase will not have an impact on residents or businesses.

ATTACHMENTS:

A. RESOLUTION No. 440-8965

RESOLUTION NO. 440-8965

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on June 17, 2014, that pursuant to Section 8(c) of Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing of Ordinance No. 440, with an operative date of July 1, 2014, as follows:

<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
13898	County Temporary	EXE 112 (\$8.00 - \$138.92)	EXE 112 (\$9.00 - \$138.92)
13899	County Temporary – SR	EXE 112 (\$8.00 - \$138.92)	EXE 112 (\$9.00 - \$138.92)
57720	Employment Program Aide	EXE 120 (\$8.00 - \$8.00)	EXE 120 (\$9.00 - \$9.00)
9400	Laborer – Fair	UPE A10 (\$8.57 - \$30.31)	UPE A10 (\$9.00 - \$30.31)
13814	Public Service Employee A	EXE 106 (\$8.00 - \$10.77)	EXE 106 (\$9.00 - \$10.77)
13815	Public Services Employee B	EXE 133 (\$8.68 - \$24.83)	EXE 133 (\$9.00 - \$24.83)
85079	Public Services Worker – Parks	EPKG 100 (\$8.32 - \$11.09)	EPKG 100 (\$9.00 - \$11.09)
57721	Service Aide I	EXE 120 (\$8.00 - \$8.00)	EXE 120 (\$9.00 - \$9.00)
57711	Senior Citizen Nutrition Program Assistant	UPE 105 (\$8.71 - \$12.92)	UPE 105 (\$9.00 - \$12.92)
74118	Student Aide II	EXE 120 (\$8.00 - \$8.00)	EXE 120 (\$9.00 - \$9.00)
13871	Temporary Assistant	EXE 112 (\$8.00 - \$138.92)	EXE 112 (\$9.00 - \$138.92)
13895	Temporary Assistant – Executive	EXE 113 (\$8.00 - \$154.21)	EXE 113 (\$9.00 - \$154.21)
13886	Temporary Assistant – Per Diem	EXE 112 (\$8.00 - \$138.92)	EXE 112 (\$9.00 - \$138.92)
13897	Temporary Assistant – Per Diem-On Call	EXE 112 (\$8.00 - \$138.92)	EXE 112 (\$9.00 - \$138.92)

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
13883	Temporary Assistant Exempt	EXE 112 (\$8.00 - \$138.92)	EXE 112 (\$9.00 - \$138.92)
13884	Temporary Assistant Exempt -- Per Diem	EXE 112 (\$8.00 - \$138.92)	EXE 112 (\$9.00 - \$138.92)
13891	Temporary Assistant Floater - CNF	EXE 112 (\$8.00 - \$138.92)	EXE 112 (\$9.00 - \$138.92)
13888	Temporary Assistant Floater - LIUNA	EXE 112 (\$8.00 - \$138.92)	EXE 112 (\$9.00 - \$138.92)
13890	Temporary Assistant Floater - MGT	EXE 112 (\$8.00 - \$138.92)	EXE 112 (\$9.00 - \$138.92)
13889	Temporary Assistant Floater - SEIU	EXE 112 (\$8.00 - \$138.92)	EXE 112 (\$9.00 - \$138.92)
13893	Temporary Assistant Floater - Waste	EXE 112 (\$8.00 - \$138.92)	EXE 112 (\$9.00 - \$138.92)
13892	Temporary Assistant Floater -- SEIU-NE	EXE 112 (\$8.00 - \$138.92)	EXE 112 (\$9.00 - \$138.92)

BE IT FURTHER RESOLVED that pursuant to Section 8(c) of Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing of Ordinance No. 440, with an operative date of January 1, 2016, as follows:

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
13898	County Temporary	EXE 112 (\$9.00 - \$138.92)	EXE 112 (\$10.00 - \$138.92)
13899	County Temporary -- SR	EXE 112 (\$9.00 - \$138.92)	EXE 112 (\$10.00 - \$138.92)
13410	Departmental Aide	UPE 112 (\$9.89 - \$14.69)	UPE 112 (\$10.00 - \$14.69)
85045	Departmental Aide - Parks	EPKG 104 (\$9.38 - \$13.23)	EPKG 104 (\$10.00 - \$13.23)
57720	Employment Program Aide	EXE 120 (\$9.00 - \$9.00)	EXE 120 (\$10.00 - \$10.00)
62972	General Worker	UPE 109 (\$9.64 - \$14.32)	UPE 109 (\$10.00 - \$14.32)

Attachment A

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
85047	General Worker - Parks	PKG 103 (\$9.35 - \$13.11)	PKG 103 (\$10.00 - \$13.11)
9400	Laborer – Fair	UPE A10 (\$9.36 - \$31.53)	UPE A10 (\$10.00 - \$31.53)
74179	Professional Nursing Student Intern	EXE 136 (\$9.02 - \$11.17)	EXE 136 (\$10.00 - \$11.17)
74180	Professional Student Intern	EXE 136 (\$9.02 - \$11.17)	EXE 136 (\$10.00 - \$11.17)
13814	Public Service Employee A	EXE 106 (\$9.00 - \$10.77)	EXE 106 (\$10.00 - \$10.77)
13815	Public Services Employee B	EXE 133 (\$9.00 - \$24.83)	EXE 133 (\$10.00 - \$24.83)
85079	Public Services Worker – Parks	EPKG 100 (\$9.00 - \$11.09)	EPKG 100 (\$10.00 - \$11.09)
57721	Service Aide I	EXE 120 (\$9.00 - \$9.00)	EXE 120 (\$10.00 - \$10.00)
57711	Senior Citizen Nutrition Program Assistant	UPE 105 (\$9.00 - \$12.92)	UPE 105 (\$10.00 - \$12.92)
74118	Student Aide II	EXE 120 (\$9.00 - \$9.00)	EXE 120 (\$10.00 - \$10.00)
13871	Temporary Assistant	EXE 112 (\$9.00 - \$138.92)	EXE 112 (\$10.00 - \$138.92)
13895	Temporary Assistant – Executive	EXE 113 (\$9.00 - \$154.21)	EXE 113 (\$10.00 - \$154.21)
13886	Temporary Assistant – Per Diem	EXE 112 (\$9.00 - \$138.92)	EXE 112 (\$10.00 - \$138.92)
13897	Temporary Assistant – Per Diem-On Call	EXE 112 (\$9.00 - \$138.92)	EXE 112 (\$10.00 - \$138.92)
13883	Temporary Assistant Exempt	EXE 112 (\$9.00 - \$138.92)	EXE 112 (\$10.00 - \$138.92)
13884	Temporary Assistant Exempt – Per Diem	EXE 112 (\$9.00 - \$138.92)	EXE 112 (\$10.00 - \$138.92)
13891	Temporary Assistant Floater - CNF	EXE 112 (\$9.00 - \$138.92)	EXE 112 (\$10.00 - \$138.92)
13888	Temporary Assistant Floater - LIUNA	EXE 112 (\$9.00 - \$138.92)	EXE 112 (\$10.00 - \$138.92)

Attachment A

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
13890	Temporary Assistant Floater - MGT	EXE 112 (\$9.00 - \$138.92)	EXE 112 (\$10.00 - \$138.92)
13889	Temporary Assistant Floater - SEIU	EXE 112 (\$9.00 - \$138.92)	EXE 112 (\$10.00 - \$138.92)
13893	Temporary Assistant Floater - Waste	EXE 112 (\$9.00 - \$138.92)	EXE 112 (\$10.00 - \$138.92)
13892	Temporary Assistant Floater – SEIU-NE	EXE 112 (\$9.00 - \$138.92)	EXE 112 (\$10.00 - \$138.92)
13896	Temporary Assistant – Professional Student Intern	EXE 112 (\$9.00 - \$138.92)	EXE 112 (\$10.00 - \$138.92)
79777	Title V Program Assistant	EXE 121 (\$9.50 - \$9.50)	EXE 121 (\$10.00 - \$10.00)

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