

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



**FROM:** Human Resources Department

**SUBMITTAL DATE:**  
July 1, 2014

**SUBJECT:** State of California mandated minimum wage adjustment and amend Ordinance No. 440 pursuant to Resolution No. 440-8965. [All Districts] [Ongoing Cost - \$368,036] [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 138 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 29 classifications and approximately 204 employees.

  
John Mooney, Asst. HR Director for  
Michael T. Stock  
Asst. County Executive Officer/  
Human Resources Director

| FINANCIAL DATA  | Current Fiscal Year: | Next Fiscal Year: | Total Cost: | Ongoing Cost: | POLICY/CONSENT<br>(per Exec. Office)  |
|-----------------|----------------------|-------------------|-------------|---------------|---|
| COST            | \$ 328,855           | \$ 347,816        | \$ 0        | \$ 368,036    | Consent <input type="checkbox"/> Policy <input checked="" type="checkbox"/> |
| NET COUNTY COST | \$ 164,428           | \$ 173,908        | \$ 0        | \$ 184,018    |   |

**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

Prev. Agn. Ref.: 3.30 (11/20/2007)

District: All

Agenda Number:

**3-23**

**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 - \$368,036] [Departmental  
Budgets]**

**DATE:** July 1, 2014

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**BACKGROUND:**

**Summary (continued)**

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

**July 1, 2014 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.

It is also recommended that the following union represented classifications, which contain individual salary steps, be adjusted accordingly in order to maintain an approximate 2.71% difference between each step prior to the mandated minimum wage adjustment. With this recommendation, incumbents within the below listed classifications shall maintain their current salary step as of *July 1, 2014*:

**Public Services Worker - Parks:** From salary plan/grade EPKG 100/L14 (\$17,312 - \$24,336) to EPKG 100/L14 (\$18,720 - \$26,334). This adjustment grants an approximate 8% salary increase across the salary plan/steps.

**Senior Citizen Nutrition Program Assistant:** From salary plan/grade UPE 105/L18 (\$18,476 - \$28,909) to UPE 105/L18 (\$18,720 - \$29,290). This adjustment grants an approximate 1% salary increase to the salary plan/steps.

**January 1, 2016 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.

It is also recommended that the following union represented classifications, which contain individual salary steps, be adjusted accordingly in order to maintain an approximate 2.71% difference between each step prior to the mandated minimum wage adjustment. With this recommendation, incumbents within the below listed classifications shall maintain their current salary step as of *January 1, 2016*:

**Departmental Aide - Parks:** From salary plan/grade EPKG 104/L18 (\$19,895 - \$31,232) to EPKG 104/L18 (\$20,800 - \$32,652). This adjustment grants an approximate 5% salary increase to the salary plan/steps.

**General Worker:** From salary plan/grade UPE 109/L20 (\$20,455 - \$33,820) to UPE 109/L20 (\$20,800 - \$34,399). This adjustment grants an approximate 2% salary increase to the salary plan/steps.

**General Worker - Parks:** From salary plan/grade PKG 103/L18 (\$19,839 - \$30,961) to PKG 103/L18 (\$20,800 - \$32,462). This adjustment grants an approximate 5% salary increase to the salary plan/steps.

**Public Services Worker - Parks:** From salary plan/grade EPKG 100/L16 (\$19,476 - \$28,903) to EPKG 100/L16 (\$20,800 - 30,868). This adjustment grants an approximate 7% salary increase to the salary plan/steps.

**Senior Citizen Nutrition Program Assistant:** From salary plan/grade UPE 105/L20 (\$19,476 - \$32,147) to UPE 105/L20 (\$20,800 - 34,356). This adjustment grants an approximate 7% salary increase to the salary plan/steps.

**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 - \$368,036] [Departmental  
Budgets]**

**DATE:** July 1, 2014

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**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 July 1, 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:

| Job<br>Code | Class Title                                | From Salary<br>Plan/Grade              | To Salary<br>Plan/Grade                |
|-------------|--|--|--|
| 13898       | County Temporary                           | EXE 112<br>(\$8.0000 - \$138.9232)     | EXE 112<br>(\$9.0000 - \$138.9232)     |
| 13899       | County Temporary – SR                      | EXE 112<br>(\$8.0000 - \$138.9232)     | EXE 112<br>(\$9.0000 - \$138.9232)     |
| 57720       | Employment Program Aide                    | EXE 120<br>(\$8.0000 - \$8.0000)       | EXE 120<br>(\$9.0000 - \$9.0000)       |
| 9400        | Laborer – Fair                             | UPE A10<br>(\$8.7446 - \$32.6138)      | UPE A10<br>(\$9.0000 - \$32.6138)      |
| 13814       | Public Service Employee A                  | EXE 106<br>(\$8.0000 - \$10.7712)      | EXE 106<br>(\$9.0000 - \$12.1176)      |
| 13815       | Public Service Employee B                  | EXE 133<br>(\$8.6802 - \$24.8268)      | EXE 133<br>(\$9.0000 - \$25.7418)      |
| 85079       | Public Services Worker – Parks             | EPKG 100/L14<br>(\$8.3232 - \$11.7000) | EPKG 100/L14<br>(\$9.0000 - \$12.6607) |
| 57721       | Service Aide I                             | EXE 120<br>(\$8.0000 - \$8.0000)       | EXE 120<br>(\$9.0000 - \$9.0000)       |
| 57711       | Senior Citizen Nutrition Program Assistant | UPE 105/L18<br>(\$8.8828 - \$13.8987)  | UPE 105/L18<br>(\$9.0000 - \$14.0817)  |
| 74118       | Student Aide II                            | EXE 120<br>(\$8.0000 - \$8.0000)       | EXE 120<br>(\$9.0000 - \$9.0000)       |
| 13871       | Temporary Assistant                        | EXE 112<br>(\$8.0000 - \$138.9232)     | EXE 112<br>(\$9.0000 - \$138.9232)     |
| 13895       | Temporary Assistant – Executive            | EXE 113<br>(\$8.0000 - \$154.2048)     | EXE 113<br>(\$9.0000 - \$154.2048)     |
| 13886       | Temporary Assistant – Per Diem             | EXE 112<br>(\$8.0000 - \$138.9232)     | EXE 112<br>(\$9.0000 - \$138.9232)     |
| 13897       | Temporary Assistant – Per Diem-On Call     | EXE 112<br>(\$8.0000 - \$138.9232)     | EXE 112<br>(\$9.0000 - \$138.9232)     |

| Job<br>Code | Class Title                           | From Salary<br>Plan/Grade          | To Salary<br>Plan/Grade            |
|-------------|---------------------------------------|------------------------------------|------------------------------------|
| 13883       | Temporary Assistant Exempt            | EXE 112<br>(\$8.0000 - \$138.9232) | EXE 112<br>(\$9.0000 - \$138.9232) |
| 13884       | Temporary Assistant Exempt – Per Diem | EXE 112<br>(\$8.0000 - \$138.9232) | EXE 112<br>(\$9.0000 - \$138.9232) |
| 13891       | Temporary Assistant Floater - CNF     | EXE 112<br>(\$8.0000 - \$138.9232) | EXE 112<br>(\$9.0000 - \$138.9232) |
| 13888       | Temporary Assistant Floater - LIUNA   | EXE 112<br>(\$8.0000 - \$138.9232) | EXE 112<br>(\$9.0000 - \$138.9232) |
| 13890       | Temporary Assistant Floater - MGT     | EXE 112<br>(\$8.0000 - \$138.9232) | EXE 112<br>(\$9.0000 - \$138.9232) |
| 13889       | Temporary Assistant Floater - SEIU    | EXE 112<br>(\$8.0000 - \$138.9232) | EXE 112<br>(\$9.0000 - \$138.9232) |
| 13893       | Temporary Assistant Floater - Waste   | EXE 112<br>(\$8.0000 - \$138.9232) | EXE 112<br>(\$9.0000 - \$138.9232) |
| 13892       | Temporary Assistant Floater – SEIU-NE | EXE 112<br>(\$8.0000 - \$138.9232) | EXE 112<br>(\$9.0000 - \$138.9232) |

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<br>Code | Class Title               | From Salary<br>Plan/Grade              | To Salary<br>Plan/Grade                 |
|-------------|---------------------------|--|---|
| 13898       | County Temporary          | EXE 112<br>(\$9.0000 - \$138.9232)     | EXE 112<br>(\$10.0000 - \$138.9232)     |
| 13899       | County Temporary – SR     | EXE 112<br>(\$9.0000 - \$138.9232)     | EXE 112<br>(\$10.0000 - \$138.9232)     |
| 85045       | Departmental Aide - Parks | EPKG 104/L18<br>(\$9.5649 - \$15.0155) | EPKG 104/L18<br>(\$10.0000 - \$15.6982) |
| 57720       | Employment Program Aide   | EXE 120<br>(\$9.0000 - \$9.0000)       | EXE 120<br>(\$10.0000 - \$10.0000)      |
| 62972       | General Worker            | UPE 109/L20<br>(\$9.8339 - \$16.2594)  | UPE 109/L20<br>(\$10.0000 - \$16.5380)  |
| 85047       | General Worker - Parks    | PKG 103/L18<br>(\$9.5381 - \$14.8853)  | PKG 103/L18<br>(\$10.0000 - \$15.6066)  |

## Attachment A

|    | Job<br>Code | Class Title                                | From Salary<br>Plan/Grade | To Salary<br>Plan/Grade  |
|----|-------------|--|---------------------------|--------------------------|
| 1  | 9400        | Laborer – Fair                             | UPE A10                   | UPE A10                  |
| 2  |             |  | (\$9.3636 - \$35.7954)    | (\$10.0000 - \$35.7954)  |
| 3  | 74179       | Professional Nursing Student Intern        | EXE 136                   | EXE 136                  |
| 4  |             |  | (\$9.0168 - \$11.1690)    | (\$10.0000 - \$12.3870)  |
| 5  | 74180       | Professional Student Intern                | EXE 136                   | EXE 136                  |
| 6  |             |  | (\$9.0168 - \$11.1690)    | (\$10.0000 - \$12.3870)  |
| 7  | 13814       | Public Service Employee A                  | EXE 106                   | EXE 106                  |
| 8  |             |  | (\$9.0000 - \$12.1176)    | (\$10.0000 - \$13.4640)  |
| 9  | 13815       | Public Service Employee B                  | EXE 133                   | EXE 133                  |
| 10 |             |  | (\$9.0000 - \$25.7418)    | (\$10.0000 - \$28.6020)  |
| 11 | 85079       | Public Services Worker – Parks             | EPKG 100/L16              | EPKG 100/L16             |
| 12 |             |  | (\$9.3636 - \$13.8958)    | (\$10.0000 - \$14.8403)  |
| 13 | 57721       | Service Aide I                             | EXE 120                   | EXE 120                  |
| 14 |             |  | (\$9.0000 - \$9.0000)     | (\$10.0000 - \$10.0000)  |
| 15 | 57711       | Senior Citizen Nutrition Program Assistant | UPE 105/L20               | UPE 105/L20              |
| 16 |             |  | (\$9.3636 - \$15.4554)    | (\$10.0000 - \$16.5171)  |
| 17 | 74118       | Student Aide II                            | EXE 120                   | EXE 120                  |
| 18 |             |  | (\$9.0000 - \$9.0000)     | (\$10.0000 - \$10.0000)  |
| 19 | 13871       | Temporary Assistant                        | EXE 112                   | EXE 112                  |
| 20 |             |  | (\$9.0000 - \$138.9232)   | (\$10.0000 - \$138.9232) |
| 21 | 13895       | Temporary Assistant – Executive            | EXE 113                   | EXE 113                  |
| 22 |             |  | (\$9.0000 - \$154.2048)   | (\$10.0000 - \$154.2048) |
| 23 | 13886       | Temporary Assistant – Per Diem             | EXE 112                   | EXE 112                  |
| 24 |             |  | (\$9.0000 - \$138.9232)   | (\$10.0000 - \$138.9232) |
| 25 | 13897       | Temporary Assistant – Per Diem-On Call     | EXE 112                   | EXE 112                  |
| 26 |             |  | (\$9.0000 - \$138.9232)   | (\$10.0000 - \$138.9232) |
| 27 | 13883       | Temporary Assistant Exempt                 | EXE 112                   | EXE 112                  |
| 28 |             |  | (\$9.0000 - \$138.9232)   | (\$10.0000 - \$138.9232) |
|    | 13884       | Temporary Assistant Exempt – Per Diem      | EXE 112                   | EXE 112                  |
|    |             |  | (\$9.0000 - \$138.9232)   | (\$10.0000 - \$138.9232) |
|    | 13891       | Temporary Assistant Floater - CNF          | EXE 112                   | EXE 112                  |
|    |             |  | (\$9.0000 - \$138.9232)   | (\$10.0000 - \$138.9232) |
|    | 13888       | Temporary Assistant Floater - LIUNA        | EXE 112                   | EXE 112                  |
|    |             |  | (\$9.0000 - \$138.9232)   | (\$10.0000 - \$138.9232) |
|    | 13890       | Temporary Assistant Floater - MGT          | EXE 112                   | EXE 112                  |
|    |             |  | (\$9.0000 - \$138.9232)   | (\$10.0000 - \$138.9232) |

| Job<br>Code | Class Title                                       | From Salary<br>Plan/Grade          | To Salary<br>Plan/Grade             |
|-------------|---|------------------------------------|-------------------------------------|
| 13889       | Temporary Assistant Floater - SEIU                | EXE 112<br>(\$9.0000 - \$138.9232) | EXE 112<br>(\$10.0000 - \$138.9232) |
| 13893       | Temporary Assistant Floater - Waste               | EXE 112<br>(\$9.0000 - \$138.9232) | EXE 112<br>(\$10.0000 - \$138.9232) |
| 13892       | Temporary Assistant Floater – SEIU-NE             | EXE 112<br>(\$9.0000 - \$138.9232) | EXE 112<br>(\$10.0000 - \$138.9232) |
| 13896       | Temporary Assistant – Professional Student Intern | EXE 112<br>(\$9.0000 - \$138.9232) | EXE 112<br>(\$10.0000 - \$138.9232) |
| 79777       | Title V Program Assistant                         | EXE 121<br>(\$9.5000 - \$9.5000)   | EXE 121<br>(\$10.0000 - \$10.0000)  |