



**SAN BENITO COUNTY
AGENDA ITEM
TRANSMITTAL FORM**

Betsy Dirks
District No. 1

Kollin Kosmicki
District No. 2
Vice Chair

Peter Hernandez
District No. 3
Chair

Bob Tiffany
District No. 4

Bea Gonzales
District No. 5

Item Number: 4.19

MEETING DATE: 12/13/2022

DEPARTMENT: HUMAN RESOURCES

AGENDA ITEM PREPARER: Elvia Barocio

DEPT HEAD/DIRECTOR: Ray Espinosa

SUBJECT:

HUMAN RESOURCES - H. RING

Adopt Resolution to approve State Mandated Minimum Wage Increases and amend the County's Class Title and Pay Plan to reflect the salary changes to Office Assistant I, Office Assistant II, Office Assistant III, Peer Advocate and Peer Mentor.

SBC FILE NUMBER: 630

RESOLUTION NO.: 2022-156

AGENDA SECTION:

CONSENT AGENDA

BACKGROUND/SUMMARY:

On July 27, 2022, the Director of the Department of Finance certified that based on the annual inflation rate from 7/1/2021-06/30/2022, under Labor Code section 1182.12 (c)(3)(A), the state hourly minimum wage must be increased, effective January 1, 2023, to \$15.50 an hour, having it effective the payroll period, including January 1, 2023. Previously, your Board, approved the minimum wage increase to the now \$15.00 for 2022 on the December 14, 2021, meeting.

Due to California's minimum wage increase, adjustments need to be made to the wage classifications of Office Assistant I, Peer Advocate, and Peer Mentor in order to comply with that increase. Additionally, two associated classifications of Office Assistant II and III, due to compaction issues created by the minimum wage increases, require adjustments at a higher compensation to maintain the same parity among the classifications and steps as before the minimum wage increase.

Staff satisfied the meet and confer process with local SEIU 521 in regards to the proposed changes.

RESOLUTION OR ORDINANCE NEEDED FOR THIS ITEM:

Yes

CONTRACT NEEDED FOR THIS ITEM:

No

CONTRACT AND RFP HISTORY:

NA

LAST CONTRACT AMOUNT OR N/A:

NA

STATE IF THIS IS A NEW CONTRACT/ HOW MANY PAST AMENDED CONTRACTS/ OR N/A:

NA

STRATEGIC PLAN GOALS: 1. Operational Development & Excellence

Yes

STRATEGIC PLAN GOALS: 2. Planning And Sustainable Growth

No

STRATEGIC PLAN GOALS: 3. Technology

No

STRATEGIC PLAN GOALS: 4. Community Engagement

No

STRATEGIC PLAN GOALS: 5. Health & Safe Community

No

BUDGETED:

N/A

BUDGET ADJUSTMENT NEEDED:

N/A

SOURCE OF FUNDING:

N/A

UNFUNDED MANDATE:

N/A

SBC BUDGET LINE ITEM NUMBER:

NA

CURRENT FY COST:

NA

STAFF RECOMMENDATION:

1. Approve State Mandated Minimum Wage Increases.
2. Amend the County's Class Title and Pay Plan to reflect the salary changes to Office Assistant I, Office Assistant II, Office Assistant III, Peer Advocate and Peer Mentor.

ATTACHMENTS:

[2023 Min Wage Resolution](#)

[2023 State Mandated Minimum Wage Increase](#)