

STAFF REPORT

BOARD MEETING DATE: December 5, 2023

CATEGORY: Consent Calendar {{item.number}}

SUBJECT: Adopt a salary resolution which amends the Shasta County Salary Schedule to increase the salary range for various job classifications to five percent (5%) above the 2024 California minimum wage (\$16.00/hour).

DEPARTMENT: Support Services

SUPERVISORIAL DISTRICT #: All

DEPARTMENT CONTACT: Monica Fugitt, Director of Support Services, (530) 225-5515

STAFF REPORT APPROVED BY: Monica Fugitt, Director of Support Services

<u>Vote Required?</u>	<u>General Fund Impact?</u>
Simple Majority Vote	General Fund Impact

RECOMMENDATION

Adopt a salary resolution, effective December 17, 2023, which amends the Shasta County Salary Schedule to increase the salary range for various job classifications to five percent (5%) above the 2024 California minimum wage (\$16.00/hour).

DISCUSSION

Historically, Shasta County has maintained its lowest salary ranges at no less than five percent (5%) above California Minimum Wage, in an effort to encourage the public to consider County employment over other minimum wage employment opportunities. In response to the California minimum wage increase to \$16.00 per hour effective January 1, 2024, the recommended modifications align classifications to a salary range starting five percent (5%) above minimum wage. There are three extra help classifications which are recommended to be adjusted: Agricultural Crewperson, General Assistant and Sheriff's Cadet. All other County classification salaries are currently established at a salary range which starts at or above 5% over minimum wage.

ALTERNATIVES

The Board may choose to not approve the recommendations or make modifications in whole or in part; however, this is not recommended as the changes will allow the County to remain competitive with California's minimum wage increase.

OTHER AGENCY INVOLVEMENT

This recommendation has been reviewed by the County Administrative Office.

FISCAL IMPACT

The salary increases are minimal, approximately three- and one-half percent (3.5%), for three different positions. Affected departments will review their current fiscal year adopted budgets and submit a budget amendment if needed. The affected departments will include appropriate funding in future requested budgets.

ATTACHMENTS:

1: Salary Resolution