

97-330  
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**DEPARTMENT:** County Counsel/Personnel **BY:** Jeffrey G. Green **PHONE:** 209/966-3222

**RECOMMENDED ACTION AND JUSTIFICATION:** (Policy Item: Yes ( ) No(X))

Adopt this resolution increasing the hourly rate for the Extra-Help specialized Classes of Kitchen Aide, Lifeguard I and Work Study Student Trainee/College to \$5.15 effective September 1, 1997 and directing that all Mariposa County hourly salary rates conform to any future adjustments that may be made to the federal minimum wage.

Mariposa County has always been in compliance with established federal minimum wage standards, and these proposed increases will maintain this compliance.

It is anticipated that all costs resulting from this increase will be absorbed by the departments in their new 1997-98 budgets, and no specific funds are requested with this proposed action.

**BACKGROUND AND HISTORY OF BOARD ACTIONS:** On August 20, 1996, President Clinton signed The Small Business Job Protection Act of 1996 (HR3448). Among its provisions, this legislation escalated the federal minimum wage from \$4.25 to \$4.75 per hour, effective October 1, 1996 and to \$5.15 per hour, effective September 1, 1997.

Pursuant to Minute Order and Resolution No. 96-425, the Board took action to increase the hourly rate for the Recreation Aide I and the Work Study Student Trainee/High School to conform with the above Act. This requested action will increase the hourly rate for three additional classifications, whose hourly rates were not affected by the initial increase in the federal minimum wage, and were not included in the prior Board discussion. Further, this proposed action will direct that future mandated federal minimum wage adjustments be implemented automatically for those classes that may be affected.

Board discussion held on April 22, 1997 relative to changes in the minimum wage determined that it was necessary for the County to adhere only to hourly rates established by the federal government, that the rates established by the California Industrial Welfare Commission did not apply to employees of certain agencies, and that the County was exempt from increases in the minimum wage established by Proposition 210. Therefore, this requested action provides only for future changes in the federal minimum wage structure.

The Board's prior actions on October 8, 1996 and April 22, 1997 directed the Personnel Office to further review the Extra-Help Specialized Classes. Because of the current financial crisis facing the County, staff recommends deferring that presentation pending finalization of the 1997-98 budget. It is anticipated that a detailed report and recommendations will be presented to the Board for consideration later this fiscal year.

**LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:**

Do not approve these requested hourly rate increases; the County would be in violation of the mandated federal minimum wage.

Do not direct that the County conform to future changes in the federal minimum wage structure and continue to take action on individual classifications as they may be affected by minimum wage increases imposed in the future.

**COSTS:** (X) Not Applicable

A. Budgeted current FY \$ \_\_\_\_\_  
B. Total anticipated costs \$ \_\_\_\_\_  
C. Required additional funding \$ \_\_\_\_\_  
D. Internal transfers \$ \_\_\_\_\_

**SOURCE:** ( ) 4/5ths Vote Required

A. Unanticipated revenues \$ \_\_\_\_\_  
B. Reserve for contingencies \$ \_\_\_\_\_  
C. Source description: \_\_\_\_\_  
Balance in Reserve for Contingencies, if approved: \$ \_\_\_\_\_

**SPECIAL INSTRUCTIONS:**  
List the attachments and number the pages consecutively:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**CLERK'S USE ONLY:**

Res. No.: 97-330 Ord. No. \_\_\_\_\_  
Vote - Ayes: 5 Noes: \_\_\_\_\_  
Absent: \_\_\_\_\_ Abstained: \_\_\_\_\_  
Approved \_\_\_\_\_ ( ) Denied \_\_\_\_\_  
( ) Minute Order Attached ( ) No Action Necessary

**ADMINISTRATIVE OFFICER'S RECOMMENDATION:**  
This item on agenda as:

Recommended  
 Not Recommended  
 For Policy Determination  
 Submitted with Comment  
 Returned for Further Action

Comment: \_\_\_\_\_  
\_\_\_\_\_

A.O. Initials: gh

The foregoing instrument is a correct copy of the original on file in this office.  
Date: \_\_\_\_\_  
ATTEST: MARGIE WILLIAMS, Clerk of the Board  
County of Mariposa, State of California  
By: \_\_\_\_\_  
Deputy