

Lassen Regional Solid Waste Management Authority



STAFF REPORT

TO: LASSEN COUNTY BOARD OF SUPERVISORS
FROM: TOM VALENTINO
SUBJECT: CALIFORNIA MINIMUM WAGE INCREASE
DATE: JANUARY 28, 2020

BACKGROUND

On January 1, 2020, the minimum wage for California employers with more than 25 employees increased to \$13.00 per hour. The LRSWMA currently has nine part-time temporary gatekeepers employed at UPEC 8A range, which pays less than \$13.00 per hour.

To rectify this, we have been directed by Lassen County administrative staff to change the range of these employees to UPEC 9A, which currently pays \$13.44/hr.

We also have five other affected employees in the UPEC 8 pay range: one full-time and four part-time, all permanent and benefitted employees. Those employees will also need to have their range changed to UPEC 9. Note however, those employees are already being paid more than \$13.00 per hour. As such, their pay will not increase more than 5.0% through the balance of the fiscal year.

FISCAL CONSIDERATIONS

The hourly pay ranges for UPEC 8 and 9 are as follows:

- ▶ UPEC 8 – \$12.85 to \$15.36
- ▶ UPEC 9 – \$13.44 to \$16.07

Based on expenditures to date, the Authority is about \$49,000 under the fiscal year 2019/2020 budget for employee salaries. As such, staff is confident there is room in our current budget to accommodate the minimum wage salary increases without a budget amendment.

STAFF REQUEST

LRSWMA staff requests the Board of Supervisors approve the employee salary range changes to comply with state of California minimum wage requirements. Please note the LRSWMA Board of Directors must also act to implement the salary range changes.