

**INFORMATION ITEM**  
**MINIMUM WAGE SALARY STUDY**  
**ANALYSIS AND IMPACT**

Senate Bill 3 (“SB 3”) passed in 2016 included an increase of the state’s minimum wage according to a pre-set schedule on a yearly basis from January 1, 2017 to January 1, 2022. As a result, the minimum wage for California will increase by forty-three percent (43%). Minimum wage increases experienced at this rapid rate cannot be addressed through negotiated salary increases, which currently reflects an approximate eight percent (8%) for classified employees during this time period.

It is recognized that the state’s future minimum wage increases will directly impact the hourly rates of District classified employees in certain job classifications. Thereby, it was agreed that the Personnel Commission would conduct a salary study of those positions to identify the impact of the increase and determine a reallocation of the lowest range classifications on the classified salary schedule.

Classifications identified as not meeting the state minimum wage requirement of \$14.00 per hour, beginning January 1, 202, include:

- Campus Aide
- Extended Day Program (EDP) Aide

Effective January 1, 2022, the minimum wage increase to \$15.00 per hour will impact the following job classifications:

- Child Nutrition Worker (CNW) I
- Locker Room Attendant
- Office Aide
- Special Education Classroom Assistant (SECA) Trainee^^

The analysis of the minimum wage on the identified classifications also included a salary survey of the impacted job classes in our comparison districts. Additionally, benchmark classifications relative to the impacted classifications, as identified by the 2019 CSEA Zone 9 Classified Employee Compensation Survey, was also factored into the analysis to assure that District salaries in these classifications remain competitive with our comparison districts throughout the county. Data tables attached.

Based on the above, reallocation of salary ranges for the lowest classifications in accordance with minimum wage requirements, and adjacent classifications that fall below the benchmark data found in the salary survey, is recommended as outlined below.

<b>CLASSIFCATION</b>	<b>JOB FAMILY</b>	<b>CURRENT RANGE</b>	<b>PROPOSED RANGE</b>	<b>INCREASE (%)</b>	<b>EFFECTIVE DATE</b>
Campus Aide*	Instr	5	7	5%	1/1/2021
EDP Aide*	EDP	6	7	2.5%	1/1/2021
EDP Assistant^	EDP	12	13	2.5%	1/1/2021
EDP Lead^	EDP	15	16	2.5%	1/1/2021

<b>CLASSIFICATION</b>	<b>JOB FAMILY</b>	<b>CURRENT RANGE</b>	<b>PROPOSED RANGE</b>	<b>INCREASE (%)</b>	<b>EFFECTIVE DATE</b>
Counseling Tech**	Clerical	17	20	7.5%	1/1/2021
Counseling Tech-B**	Clerical	19	21	7.5%	1/1/2021
Campus Aide*	Instr	7	10	7.5%	1/1/2022
EDP Aide*	EDP	7	10	7.5%	1/1/2022
EDP Assistant^	EDP	13	16	7.5%	1/1/2022
EDP Lead^	EDP	16	19	7.5%	1/1/2022
CNW I*	CN	9	10	2.5%	1/1/2022
CNW II^	CN	11	12	2.5%	1/1/2022
CNS Lead -Serving	CN	15	16	2.5%	1/1/2022
CNS Lead – Prod.^	CN	17	18	2.5%	1/1/2022
CNS Lead – Prod/Srv	CN	17	18	2.5%	1/1/2022
Locker Rm Attn*	Instr	7	10	7.5%	1/1/2022
Office Aide*	Clerical	8	10	5%	1/1/2022
Office Aide-B	Clerical	10	12	5%	1/1/2022
Office Assistant I^	Clerical	11	13	5%	1/1/2022
Office Assistant I-B^	Clerical	13	15	5%	1/1/2022
District Receptionist^	Clerical	13	15	5%	1/1/2022
Dist Receptionist-B^	Clerical	15	17	5%	1/1/2022
Instr Media Svcs Asst^	Clerical	13	15	5%	1/1/2022
Office Assistant II^	Clerical	16	18	5%	1/1/2022
Office Assistant II-Bil^	Clerical	18	20	5%	1/1/2022
Office Technician^	Clerical	19	21	5%	1/1/2022
Office Technician-B^	Clerical	21	23	5%	1/1/2022
Counseling Tech**	Clerical	20	22	5%	1/1/2022

<b>CLASSIFICATION</b>	<b>JOB FAMILY</b>	<b>CURRENT RANGE</b>	<b>PROPOSED RANGE</b>	<b>INCREASE (%)</b>	<b>EFFECTIVE DATE</b>
Counseling Tech-B**	Clerical	21	23	5%	1/1/2022
Health Assistant^	Technical	16	18	5%	1/1/2022
Health Assistant-B^	Technical	18	20	5%	1/1/2022
SECA Trainee^^	Instr	9	N/A	N/A	N/A

\* Based on impact of minimum wage

^ Based on benchmark salary data

^^ Classification eliminated and all current incumbents reclassified as of the first working day of the 20-21 school year per Memorandum of Understanding, dated April 29, 2020.

\*\* Salary Adjustment reallocation/realignment (OAI/HA reclass)

The foregoing information was provided to the District and the Classified School Employees Association and its Chapter 179 (CSEA) and will be presented to the Personnel Commission for approval once agreement has been reached between the parties.