



Human Resources & Development

COUNTY OF TULARE AGENDA ITEM

BOARD OF SUPERVISORS

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District One

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District Two

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District Five

AGENDA DATE: December 17, 2024 - **REVISED**

Public Hearing Required	N/A
Scheduled Public Hearing w/Clerk	N/A
Published Notice Required	N/A
Advertised Published Notice	N/A
Meet & Confer Required	Yes
Budget Transfer (Aud 308) attached	N/A
Personnel Resolution attached	Yes
Agreement(s) attached	N/A

CONTACT PERSON: Lupe Garza PHONE: 559-636-4900

SUBJECT: Authorize wage changes to cited job classifications for the statutory minimum wage requirement for Healthcare Workers and those job classifications impacted by the statutory minimum wage requirement.

REQUEST(S):

That the Board of Supervisors:

1. Authorize wage changes to cited job classifications for the statutory minimum wage requirement for healthcare workers pursuant to SB 525;
2. Approve wage changes to job classifications impacted by compaction due to the statutory minimum wage requirement, subject to meet and confer;
3. Amend the Personnel Class Specifications, Class Designations, and Proposed Compensation Changes, subject to meet and confer;
4. Amend the Position Allocation List reflecting Amends and Reclassifications, subject to meet and confer;
5. Approve the Personnel Resolution to amend, reclassify, and compensation changes effective December 29, 2024.

SUMMARY:

Senate Bill 525 (2023) established minimum wage requirements for certain healthcare workers providing services in identified facilities. This legislation was signed by Governor Newsom on October 13, 2023, and applies to all Counties providing healthcare services throughout the State. Tulare County must implement these new minimum wage requirements by January 1, 2025. The County has identified covered facilities subject to SB 525. These facilities include, but are not limited to, County Health Clinics and Centers, County Mental Health Clinics, Wellness Centers, and infirmaries within detention facilities.

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To be eligible for SB 525 wages, healthcare services must be performed in one of these facilities and must be the employee’s primary duty. If an employee provides services in more than one facility, including non-healthcare facilities, but does not primarily provide healthcare services in an SB 525-covered facility, then they are not eligible for SB 525 wages.

The Fiscal Year 2024/25 adopted budget included necessary classification modifications to accommodate the pending SB 525 wage requirements. The Health and Human Services Agency (HHS) completed an initial review to identify classifications. A workgroup was created with the County Administrative Office, HHS, County Counsel, and Human Resources and Development to review the classifications and develop implementation steps.

Several job classifications in represented units were identified as below the statutory \$21 minimum wage. To comply, changes to 15 job classifications and/or wage increases for approximately 122 allocations is proposed. In addition, the increase of minimum wage to these 15 positions will cause compaction to an additional 6 classifications. To prevent this compaction, it is proposed to change 6 job classifications and/or wage increases for approximately 60 allocations. This Agenda Item would complete the County’s compliance process by increasing wages as necessary to meet the January 1, 2025, deadline.

The table below lists the Federal Minimum Wage, State Minimum Wage, Fast Food Minimum Wage, and the SB 525 Minimum Wage. It should be noted that SB 525 includes various wage amounts for differing organizations, healthcare sectors, and employer size; the amounts below are for Tulare County.

Year	Federal	State	Fast Food AB 1228	Healthcare SB525
2024-25 (Current)	\$7.25	\$16.00	\$20.00	\$21.00
Future Increases	1. Subject to Congressional Legislation	1. Potential annual increases of 0.0-3.5% contingent upon CPI-W inflation rates. 2. 2024 Ballot Initiative may increase this amount to \$18 by 2027 and, thereafter, return to CPI-W rates.	1. Potential annual increases of up to 3.5% contingent upon CPI inflation rates subject to approval by the California Fast Food Council.	1. \$23 from 7/1/26 to 6/30/28 2. \$25 from 7/1/28 to 12/31/29 3. Beginning January 1, 2030, subject to annual inflation adjustments

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The County has notified the unions of the statutory wage increase and offered to meet over the impact of the changes.

FISCAL IMPACT/FINANCING:

The proposed salary adjustments would increase salary and benefits costs by approximately \$190,000 within the Health & Human Services Agency operational budgets. The Fiscal Year 2024/25 adopted budget includes necessary classification modifications to accommodate the pending SB 525 wage requirements. There is no Net County Cost to the General Fund.

LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:

Strategic initiative 4 - Organizational Performance calls for the County to promote an organization that continuously demonstrates the value of its employees and provide a qualified, productive, and competitively compensated County workforce.

ADMINISTRATIVE SIGN-OFF:

/s/ Lupe Garza
Lupe Garza
Human Resources Director

Cc: County Administrative Office
Human Resources & Development

Attachments: Personnel Resolution, Classification Designation, List of Impacted Jobs