

**RESOLUTION ADOPTING CHANGES TO WAGES IN THE JOB CLASSIFICATION PLAN
AFFECTED BY CALIFORNIA MINIMUM WAGE RATE SCHEDULE 2018-2025**

WHEREAS, Plumas County Personnel Rule 5.01 provides amendments to be made by resolution of the Fiscal Year 2024/2025 Job Classification Plan covering all positions in the County service; and

WHEREAS, these positions are necessary in the daily operational needs of the various County Departments; and

WHEREAS, this needed update was recognized by the Human Resources department which is now requesting approval of this resolution to amend 2024-2025 job classification wage rates; and

WHEREAS, the effective date of this resolution will be January 1, 2025, in accordance with the Schedule for California Minimum Wage Rate 2024-2025; and

NOW, THEREFORE BE IT RESOLVED by the Plumas County Board of Supervisors as follows:

Approve the base wage increases, effective January 1, 2025, documented in Attachment A, due to the Schedule for California Minimum Wage Rate 2025.

The foregoing Resolution is duly passed and adopted by the Board of Supervisors of the County of Plumas, State of California, at a regular meeting of said Board held on the 4th day of February 2025 by the following vote:

AYES:Supervisors, McGowan, Goss, Engel, Hall, Ceresola

NOES:

ABSENT:


Chairperson, Board of Supervisors

ATTEST:


Clerk of the Board

Approved as to form:

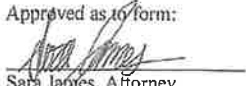

Sara James, Attorney
County Counsel's Office

Exhibit A

Effective January 1, 2025

Minimum Wage Forecast

Minimum Wage Forecast		\$ 11.00	\$ 12.00	\$13.00	\$14.00	\$15.00	\$15.50	\$16.00	\$16.50
Job Classifications	Unit	Rate	2019	2020	1/1/2021	1/1/2022	1/1/2023	Current	Proposed
Engineering Aide	PW	\$ 11.00	\$ 12.24	\$13.00	\$14.35	\$16.50	n/c	\$18.51	n/c
Equipment Service Worker	PW				\$14.79	\$16.50	n/c	\$18.51	n/c
Public Works Maintenance Worker I	PW	\$ 13.22	\$ 13.48	\$13.48	\$14.28	\$16.50	n/c	\$18.51	n/c
Public Works Maintenance Worker II	PW	\$ 14.58	\$ 14.87	\$14.87	\$15.30	\$17.33	n/c	\$19.44	n/c
Public Works Maintenance Worker III	PW		\$ 16.39	\$16.39	\$16.87	\$19.10	n/c	\$21.43	n/c
Public Works Maintenance Leadworker	PW				\$17.99	\$20.05	n/c	\$22.50	n/c
Administrative Assistant I	GEN			\$13.82	\$14.35	\$15.00	\$15.50	\$16.43	\$16.50
Administrative Assistant II	GEN			\$15.24	\$15.83	\$16.54	\$17.09	\$18.12	n/c
Animal Control Officer I	GEN				\$14.60	\$15.24	\$18.25	\$19.35	n/c
Animal Control Officer II	GEN				\$16.08	\$16.54	\$21.13	\$22.40	n/c
Animal Shelter Attendant	GEN		\$12.83	\$13.00	\$14.35	\$15.00	\$15.50	\$16.43	\$16.50
Assistant Cook	GEN	\$ 11.00	\$ 12.00	\$13.00	\$14.35	\$15.00	\$15.50	\$16.43	\$16.50
Auditor Accounting Clerk I	GEN				\$14.66	\$15.00	\$15.50	\$16.43	\$16.50
Auditor Accounting Clerk II	GEN				\$16.18	\$16.54	\$17.09	\$18.12	\$18.20
Auditor Accounting Tech	GEN	\$ 12.90	\$ 13.16	\$13.16	\$14.35	\$18.23	\$18.84	\$19.97	n/c
BH Administrative Assist I	GEN	\$ 13.55	\$ 13.82	\$13.82	\$14.35	\$15.00	\$15.50	\$16.43	\$16.50
BH Administrative Assist II	GEN	\$ 14.94	\$ 15.24	\$15.24	\$15.83	\$16.54	\$17.09	\$18.12	n/c
BH Supportive Services Technician I	GEN					\$15.31	\$16.28	\$17.26	n/c
BH Supportive Services Technician II	GEN					\$16.40	\$17.09	\$18.12	n/c
Bldg & Grounds Maintenance Technician	GEN				\$18.26	\$19.14	\$20.42	\$21.65	n/c
Bldg & Grounds Maintenance Worker I	GEN	\$ 13.22	\$ 13.48	\$13.48	\$14.35	\$15.00	\$16.00	\$16.96	n/c
Bldg & Grounds Maintenance Worker II	GEN	\$ 14.58	\$ 14.87	\$14.87	\$15.38	\$15.75	\$16.80	\$17.81	n/c
Bldg & Grounds Maintenance Worker III	GEN	\$ 16.07	\$ 16.39	\$16.39	\$17.37	\$18.23	\$19.45	\$20.62	n/c
Branch Library Assistant I	GEN	\$ 11.99	\$ 12.24	\$13.00	\$14.35	\$15.00	\$16.54	\$17.53	n/c
Branch Library Assistant II	GEN	\$ 13.08	\$13.23	\$14.33	\$15.07	\$15.75	\$17.36	\$18.40	n/c
Child Support Assistant I	GEN	\$ 12.90	\$ 13.16	\$13.16	\$14.35	\$15.90	n/c	\$16.85	n/c
Child Support Assistant II	GEN					\$17.54	n/c	\$18.59	n/c
Child Support Assistant III	GEN					\$18.37	n/c	\$19.47	n/c
Child Support Specialist I	GEN	\$ 13.55	\$ 13.82	\$13.82	\$15.07	\$18.42	n/c	\$19.53	n/c
Child Support Specialist II	GEN	\$ 14.94	\$ 15.24	\$15.24	\$15.83	\$19.82	n/c	\$21.01	n/c
Child Support Specialist III	GEN	\$ 16.47	\$ 16.80	\$16.80	\$17.44	\$21.49	n/c	\$22.78	n/c
Custodian	GEN	\$ 11.98	\$12.00	\$13.00	\$14.35	\$15.00	\$15.50	\$16.43	\$16.50
Deputy Clerk-Recorder I	GEN					\$15.46	\$16.23	\$17.20	n/c
Deputy Clerk-Recorder II	GEN					\$16.99	\$18.69	\$19.81	n/c

Exhibit A

Effective January 1, 2025

Minimum Wage Forecast

Minimum Wage Forecast		\$ 11.00	\$ 12.00	\$ 13.00	\$14.00	\$15.00	\$15.50	\$16.00	\$16.50
		2018	2019	2020	2021	2022	2023	2024	2025
Job Classifications	Unit	Rate		1/1/2020	1/1/2021	1/1/2022	1/1/2023	Current	Proposed
Deputy Public Guardian/Conservator 1	GEN				\$14.35	\$15.00	\$15.50	\$16.43	\$16.50
Deputy Public Guardian/Conservator 2	GEN				\$15.83	\$16.54	\$17.09	\$18.12	n/c
Driver I	GEN	\$ 13.22	\$ 13.48	\$13.48	\$14.35	\$15.00	\$15.50	\$16.43	\$16.50
Driver II	GEN	\$ 13.89	\$ 14.17	\$14.17	\$15.07	\$15.75	\$16.28	\$17.26	\$17.33
Driver III	GEN	\$ 14.58	\$ 14.87	\$14.87	\$15.83	\$16.54	\$17.09	\$18.12	\$18.20
Elections Coordinator	GEN					\$24.68	n/c	\$26.16	n/c
Elections Specialist	GEN					\$16.48	\$21.64	\$22.94	n/c
Elections Services Assistant I	GEN					\$15.46	\$16.23	\$17.20	n/c
Elections Services Assistant II	GEN					\$16.99	\$18.69	\$19.81	n/c
Eligibility Specialist I	GEN					\$15.11	\$16.00	\$16.96	n/c
Eligibility Specialist II	GEN					\$16.62	\$17.64	\$18.70	n/c
Eligibility Specialist III	GEN					\$18.53	\$19.45	\$20.62	n/c
Fiscal & Technical Services Assistant I	GEN	\$ 11.69	\$ 12.24	\$13.00	\$14.35	\$15.00	\$15.50	\$16.43	\$16.50
Fiscal & Technical Services Assistant II	GEN	\$ 12.90	\$ 13.81	\$13.81	\$15.07	\$15.75	\$16.28	\$17.26	\$17.33
Fiscal & Technical Services Assistant III	GEN			\$15.23	\$16.62	\$17.36	\$17.94	\$19.02	\$19.11
Grant Compliance Assistance	GEN				\$14.93	\$15.00	SUSPEND	\$15.00	SUSPEND
Head Cook	GEN	\$11.55	\$12.85	\$13.65	\$15.07	\$16.54	\$17.09	\$18.12	\$19.11
Health Aide I	GEN	\$11.00	\$12.24	\$13.00	\$14.35	\$15.00	\$15.50	\$16.43	\$16.50
Health Aide II	GEN	\$11.55	\$12.60	\$13.65	\$15.07	\$15.75	\$16.28	\$17.26	\$17.33
Law Librarian	GEN				\$14.92	\$15.00	SUSPEND	\$15.00	SUSPEND
Lead Deputy Clerk Recorder	GEN					\$21.23	\$21.64	\$22.94	n/c
Legal Services Assistant I	GEN	\$ 12.90	\$ 13.16	\$13.16	\$14.35	\$15.00	\$15.50	\$16.43	\$16.50
Legal Services Assistant II	GEN	\$ 14.22	\$ 14.50	\$14.50	\$15.83	\$16.54	\$17.09	\$18.12	\$18.20
Library Aide	GEN	\$11.00	\$12.24	\$13.00	\$14.35	\$15.75	n/c	\$16.70	n/c
Library Literacy Clerk	GEN	\$11.00	\$12.24	\$13.00	\$14.35	\$15.75	n/c	\$16.70	n/c
Library Technician	GEN	\$ 11.99	\$13.23	\$13.23	\$14.35	\$16.54	\$18.23	\$19.32	n/c
Literacy Program Assistant I	GEN	\$ 11.98	\$12.24	\$13.00	\$14.35	\$16.54	n/c	\$17.53	n/c
Literacy Program Assistant II	GEN	\$ 13.22	\$13.23	\$13.65	\$15.83	\$17.36	n/c	\$18.40	n/c
Mentoring Coordinator	GEN		\$12.54	\$13.00	\$14.35	\$15.00	\$15.50	\$16.43	\$16.50
Museum Registrar	GEN				\$14.35	\$15.75	n/c	\$16.70	n/c
Office Assistant I	GEN				\$14.35	\$15.00	\$15.50	\$16.43	\$16.50
Office Assistant II	GEN				\$15.07	\$15.75	\$16.28	\$17.26	\$17.33
Office Assistant III	GEN		\$ 14.91	\$15.66	\$16.62	\$17.36	\$17.94	\$19.02	\$19.11
Prevention Aide	GEN	\$ 12.21	\$ 12.24	\$13.00	\$14.35	\$15.00	\$15.50	\$16.43	\$16.50

Exhibit A

Effective January 1, 2025

Minimum Wage Forecast

Minimum Wage Forecast		\$ 11.00	\$ 12.00	\$13.00	\$14.00	\$15.00	\$15.50	\$16.00	\$16.50
		2018	2019	2020	2021	2022	2023	2024	2025
Job Classifications		Rate		1/1/2020	1/1/2021	1/1/2022	1/1/2023	Current	Proposed
Property Tax Specialist I	GEN	\$ 13.95	\$ 14.23	\$14.23	\$15.07	\$17.36	n/c	\$18.40	n/c
Property Tax Specialist II	GEN	\$ 15.40	\$ 15.71	\$15.71	\$16.62	\$19.14	n/c	\$20.29	n/c
Property Tax Technician	GEN	\$ 12.90	\$ 13.16	\$13.16	\$14.35	\$15.75	n/c	\$16.70	n/c
Records Management Tech I	GEN	\$ 12.90	\$ 13.16	\$13.16	\$14.35	\$15.00	\$15.50	\$16.43	\$16.50
Records Management Tech II	GEN	\$ 14.22	\$ 14.50	\$14.50	\$15.83	\$16.54	\$17.09	\$18.12	\$18.20
Secretary	GEN	\$ 12.29	\$ 12.54	\$13.00	\$14.35	\$15.00	SUSPEND	\$15.00	SUSPEND
Site Manager	GEN	\$ 12.58	\$ 13.49	\$14.33	\$15.83	\$16.54	\$17.94	\$19.02	n/c
Treasurer/Tax Specialist I	GEN				\$14.66	\$17.36	n/c	\$18.40	n/c
Treasurer/Tax Specialist II	GEN				\$16.18	\$19.14	n/c	\$20.29	n/c
Treasurer/Tax Technician	GEN				\$15.60	\$18.23	n/c	\$19.32	n/c
Victim/Witness Advocate	GEN					\$15.69	\$19.58	\$20.75	n/c
Animal Control Supervisor	Mid				\$18.26	\$19.14	\$23.29	\$24.69	n/c
Assistant Clerk/Recorder	Mid					\$27.30	n/c	\$28.94	n/c
Bldg & Grounds Maint Supervisor I	Mid				\$18.32	\$20.10	\$20.77	\$22.02	n/c
Bldg & Grounds Maint. Supervisor II	Mid				\$19.68	\$21.11	\$21.81	\$23.12	n/c
Library Literacy Program Coordinator	Mid				\$15.70	\$16.54	\$18.23	\$19.32	n/c
Victim/Witness Coordinator	Mid					\$18.16	\$26.29	\$27.87	n/c
Public Works Maintenance Worker Super.	PW Mid				\$20.64	\$23.22	n/c	\$26.05	n/c
Administrative Assist I	PROB				\$14.00	\$15.84	n/c	\$16.79	n/c
Administrative Assist II	PROB				\$15.44	\$16.62	n/c	\$17.62	n/c
Legal Services Assistant I	PROB	\$ 12.70	\$ 12.95	\$13.00	\$14.00	\$15.84	n/c	\$16.79	n/c
Legal Services Assistant II	PROB	\$ 14.00	\$ 14.28	\$14.33	\$15.44	\$17.46	n/c	\$18.51	n/c
Office Assistant I	PROB	\$ 12.24	\$ 12.24	\$13.00	\$14.00	\$15.84	n/c	\$16.79	n/c
Office Assistant II	PROB	\$ 12.85	\$ 12.85	\$13.65	\$14.70	\$16.62	n/c	\$17.62	n/c
Office Assistant III	PROB	\$ 13.50	\$ 13.50	\$15.05	\$16.21	\$18.32	n/c	\$19.42	n/c

Updated Schedule for California Minimum Wage rate 2017-2025

Date	Minimum Wage for Employers with 25 Employees or Less	Minimum Wage for Employers with 26 Employees or More
January 1, 2017	\$10.00/hour	\$10.50/hour
January 1, 2018	\$10.50/hour	\$11.00/hour
January 1, 2019	\$11.00/hour	\$12.00/hour
January 1, 2020	\$12.00/hour	\$13.00/hour
January 1, 2021	\$13.00/hour	\$14.00/hour
January 1, 2022	\$14.00/hour	\$15.00/hour
January 1, 2023	\$15.50/hour	\$15.50/hour
January 1, 2024	\$16.00/hour	\$16.00/hour
January 1, 2025	\$16.50/hour	\$16.50/hour

DEPARTMENT OF HUMAN RESOURCES

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Email: joshuamizrahi@countyofplumas.com



DATE: January 27, 2025

TO: The Honorable Board of Supervisors

FROM: Joshua Mizrahi, Interim Human Resources Director

SUBJECT: AGENDA ITEM FOR BOARD OF SUPERVISORS MEETING OF FEBRUARY 4, 2025

RE: ADOPT RESOLUTION APPROVING CHANGES TO WAGES IN THE JOB CLASSIFICATION PLAN AFFECTED BY CALIFORNIA MINIMUM WAGE RATE SCHEDULE 2017-2025

IT IS RECOMMENDED THAT THE BOARD:

Adopt Resolution to amend job classification wage ranges affected by the increase in minimum wage based on the Schedule for California Wage Rate 2017-2025. The new minimum wage in California for 2025 is \$16.50 per hour.

BACKGROUND AND DISCUSSION:

Starting in 2017, California started a phase-in schedule to reach \$15.00 per hour minimum wage for all employers. Once the state minimum wage reached \$15.00 per hour for all employees, the rate has been adjusted annually for inflation based on the national consumer price index for urban wage earners and clerical workers (CPI-W). The increases to minimum wages are required by California law that governs the minimum wage rates.

Although there are some exceptions, almost all employees in California must be paid the new minimum wage as required by state law. Effective January 1, 2025, the minimum wage is \$16.50 per hour for all employers, not otherwise covered by a higher minimum wage specific to an industry or a locality.

Although Plumas County has increased wage rates over the past seven (7) years with cost-of-living increases and base wage adjustments, we currently have job classifications that will need to be adjusted for the minimum wage threshold of \$16.50 per hour.

California's minimum wage has been adjusted on a yearly basis according to the new schedule as shown in Exhibit B.

The attached Exhibit A is a list of Plumas County Job Classifications affected by the new 2025 minimum wage of \$16.50 per hour according to the updated Schedule for California Minimum Wage

BOS Agenda 02/04/2025
Minimum Wage

Rate 2017-2025. This new increase also affects some positions that are considered a progressive series of job classifications, keeping the wage steps consistent with the variance of step increases for the job classifications in a series. The wage review includes required experience for the various positions in the specific series. For example, the job class series of Fiscal & Technical Services Assistant classification has three (3) levels of job classifications, i.e. I, II, or III. The pay for these different positions depends on the experience required for each position.

ACTION:

It is recommended that the Board adopt the attached Resolution with an effective date of January 1, 2025, in accordance with the new minimum wage law. Departments must adjust employees' pay according to the updated pay schedules for those job classifications that are affected by the updated minimum wage law, effective on January 1, 2025.

Thank you for your consideration in this matter.

ATTACHMENTS:

1. Resolution – Minimum Wage increase
2. Exhibit A – Minimum Wage Forecast
3. Exhibit B – Updated Schedule for California Minimum Wage rate 2017-2025