



HUMAN RESOURCES DEPARTMENT

LAURA S. ARMOR
Director

January 9, 2007

Board of Supervisors
County of Marin
3501 Civic Center Drive
San Rafael, CA 94903

SUBJECT: Marin County Code, Chapter 2.50 the Living Wage Ordinance, Section (C) Annual Cost of Living Adjustment

Dear Board Members:

RECOMMENDATION: It is recommended that your Board approve the following cost of living adjustment to the living wage rate based upon change to the Consumer Price Index (CPI) for all urban consumers in the San Francisco-Oakland-San Jose area, as published in October of each year by the U.S. Department of Labor, Bureau of Labor Statistics, to be effective January 1, 2007.

1. Increase the minimum hourly wage in compliance with the Living Wage Ordinance, Cost of Living Adjustment effective January 1, 2007 for the following four (4) classifications; of which (0830) Library Branch Aide I consists of two pay steps, and all others a single wage rate.

<u>BU</u>	<u>Job Classification</u>	<u>Hourly Step 4</u>	<u>Hourly Step 5</u>
SEIU 949	Library Branch Aide I (0830)	\$11.25	\$11.43
SEIU 949	Performance Attendant (1180)		\$11.25
UNREP	County Services Worker (1181)		\$11.25
UNREP	Library Tech Aide I (1350)		\$11.25

SUMMARY: In November 2005 your Board approved two amendments to the Marin County Living Wage Ordinance (LWO), amending Section 2.50.050 (a) and added Section (c) to ensure that the living wage remains a living wage in real dollar terms over time and incorporated annual cost-of-living adjustments to be effective every January, beginning January 1, 2007. The Bureau of Labor Statistics has determined that the Bay Area CPI change for the October 2005 – October 2006 period is 2.48%. The Living Wage Ordinance requires any adjustment to be rounded to the nearest 5 cent increment, thus the adjusted living wage rate of \$11.25 is effective January 1, 2007.

FISCAL IMPACT: Forty-nine (49) employees currently employed in the above four classifications are impacted by this cost of living wage adjustment to the Living Wage

Ordinance. Based upon the average number of hours worked per employee in calendar year 2006, this hourly wage increase is expected to generate additional costs of approximately \$3,098 per year. The cost for the remainder of the fiscal year 2006-07 costs will be approximately \$1,430.

REVIEWED BY:	<input type="checkbox"/>	Auditor Controller	<input checked="" type="checkbox"/>	N/A
	<input type="checkbox"/>	County Counsel	<input checked="" type="checkbox"/>	N/A
	<input checked="" type="checkbox"/>	Human Resources	<input type="checkbox"/>	N/A

Respectfully submitted,

Laura S. Armor
Director of Human Resources

cc: Janet Bosnich, Principal Personnel Analyst, Human Resources
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Gerry Norton, Principal Personnel Analyst, Human Resources
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