

Council Meeting Staff Report

December 17, 2019

Agenda No.: F.

Indexes (Council Goals):

Presenters: Denise Cassel

Legislative File: 12584-19

Title

Amendment to the FY20 Compensation & Classification Plan, regarding the Step Schedule for Students and Student Interns, as a result of the State of New Mexico's increase in the minimum wage for students, effective January 1, 2020.

Recommended Action

I move that Council approve the amendments to the FY20 Compensation & Classification Plan, to update the salary tables for student employees based on the increase in the State of New Mexico's minimum wage for students.

County Manager's Recommendation

The County Manager recommends that Council approve the amended FY20 Compensation & Classification Plan as requested.

Body

Tonight, staff is requesting that Council approve the amendments to the FY20 Compensation and Classification Plan (Attachment A). This document represents the new salary grade assignments and step schedules for temporary and casual Students (Going from grade 601 to 801) and Student Interns (Going from grade 602 to 802). This change is a result of legislation to the minimum wage for Students in the State of New Mexico. The new hourly rate minimum is \$8.50 an hour for Students effective January 1, 2020. For implementation purposes, employees will be assigned to the appropriate grade for Student or Student Interns effective December 29, 2019 (the beginning of new pay period) and will remain at their current step placement within the new grade assignment.

No change is needed for other job classifications at this time.

Summary Changes to the Plan:

The amended FY20 Compensation & Classification Plan reflects the addition of the two new salary tables for temporary and casual Student and Student Intern employees.

Alternatives

Council could choose not to approve the amendment to the FY20 Compensation & Classification Plan.

Fiscal and Staff Impact/Planned Item

The amended FY20 Compensation & Classification Plan is in compliance with the FY20 Budget.

Attachments

A - FY20 Salary Plan Step Schedule for Students