

**PROPOSED CHANGES TO SALARY
SCHEDULES PER MINIMUM WAGE
INCREASE EFFECTIVE JULY 1, 2014**

Packets include:

**California Minimum Wage Official Notice
Proposed Non-Represented Salary Schedule
Proposed Professional Expert Salary Schedule
Proposed Student Salary Schedule**

Amends General Minimum Wage Order and IWC Industry and Occupation Orders

Please Post Next to Your IWC Industry or Occupation Order



OFFICIAL NOTICE

**California
Minimum Wage**

MW-2014

Minimum Wage - Every employer shall pay to each employee wages not less than the following:

\$8.00 \$9.00 \$10.00

per hour beginning January 1, 2008

per hour beginning July 1, 2014

per hour beginning January 1, 2016

To employers and representatives of persons working in industries and occupations in the State of California:

SUMMARY OF ACTIONS

TAKE NOTICE that on September 25, 2013, the California Legislature enacted legislation signed by the Governor of California, raising the minimum wage for all industries. (AB10, Stats of 2013, amending section 1182.12 of the California Labor Code.) Pursuant to its authority under Labor Code section 1182.13, the Department of Industrial Relations amends and republishes Sections 2, 3, and 5 of the General Minimum Wage Order, MW-2007. Section 1, Applicability, and Section 4, Separability, have not been changed. Consistent with this enactment, amendments are made to the minimum wage, and the meals and lodging credits sections of all of the IWC's industry and occupation orders.

This summary must be made available to employees in accordance with the IWC's wage orders. Copies of the full text of the amended wage orders may be obtained by ordering on-line at www.dir.ca.gov/WVP.asp, or by contacting your local Division of Labor Standards Enforcement office.

1. APPLICABILITY

The provisions of this Order shall not apply to outside salespersons and individuals who are the parent, spouse, or children of the employer previously contained in this Order and the IWC's industry and occupation orders. Exceptions and modifications provided by statute or in Section 1, Applicability, and in other sections of the IWC's industry and occupation orders may be used where any such provisions are enforceable and applicable to the employer.

2. MINIMUM WAGES

Every employer shall pay to each employee wages not less than eight dollars (\$8.00) per hour for all hours worked, effective January 1, 2008, not less than nine dollars (\$9.00) per hour for all hours worked, effective July 1, 2014, and not less than ten dollars (\$10.00) per hour for all hours worked, effective January 1, 2016.

3. MEALS AND LODGING

Meals or lodging may not be credited against the minimum wage without a voluntary written agreement between the employer and the employee. When credit for meals or lodging is used to meet part of the employer's minimum wage obligation, the amounts so credited may not be more than the following:

	Effective January 1, 2008	Effective July 1, 2014	Effective January 1, 2016
LODGING			
Room occupied alone.....	\$37.63 per week	\$42.33 per week	\$47.03 per week
Room shared.....	\$31.06 per week	\$34.94 per week	\$38.82 per week
Apartment – two thirds (2/3) of the ordinary rental value, and in no event more than.....	\$451.89 per month	\$508.38 per month	\$564.81 per month
Where a couple are both employed by the employer, two thirds (2/3) of the ordinary rental value, and in no event more than.....	\$668.46 per month	\$752.02 per month	\$835.49 per month
MEALS			
Breakfast.....	\$2.90	\$3.26	\$3.62
Lunch.....	\$3.97	\$4.47	\$4.97
Dinner.....	\$5.34	\$6.01	\$6.68

4. SEPARABILITY

If the application of any provision of this Order, or any section, subsection, subdivision, sentence, clause, phrase, word or portion of this Order should be held invalid, unconstitutional, unauthorized, or prohibited by statute, the remaining provisions thereof shall not be affected thereby, but shall continue to be given full force and effect as if the part so held invalid or unconstitutional had not been included herein.

5. AMENDED PROVISIONS

This Order amends the minimum wage and meals and lodging credits in MW-2007, as well as in the IWC's industry and occupation orders. (See Orders 1-15, Secs. 4 and 10; and Order 16, Secs. 4 and 9.) This Order makes no other changes to the IWC's industry and occupation orders.

These Amendments to the Wage Orders shall be in effect as of July 1, 2014.

Questions about enforcement should be directed to the Division of Labor Standards Enforcement. Consult the white pages of your telephone directory under CALIFORNIA, State of, Industrial Relations for the address and telephone number of the office nearest you. The Division has offices in the following cities: Bakersfield, El Centro, Fresno, Long Beach, Los Angeles, Oakland, Redding, Sacramento, Salinas, San Bernardino, San Diego, San Francisco, San Jose, Santa Ana, Santa Barbara, Santa Rosa, Stockton, and Van Nuys.



PROPOSED – Non- Represented (Short-term) Salary Schedule

Effective July 1, 2014

Accompanist/Librarian Aide					14.95
Account Aide I, II, III	11.09		11.67		12.12
Accounting Technician I, II, III	23.15		24.30		25.50
Activity Aid, Community Services				8.00	9.00
Activity Supervisor, Community Services				8.32	9.32
Administrative Aide					12.76
Admissions & Records Aide I, II			10.87		13.00
Admissions & Registration Technician					11.88
Aerobics Instructor – Beginning, Intermediate, Advanced	10.00		12.50		15.00
Air Conditioning & Heating Mechanic Aide					15.09
Assistant Farm Manager					13.92
Assistant Job Developer/Job Coach, DSP&S					10.40
Budget & Accounting Aide					12.76
Career & Transfer Services Aide I, II, III	10.00		12.00		14.00
Carpenter Aide					15.09
Caseworker Aide					11.88
Cashier I, II, III	8.00	9.00	9.00	10.00	10.00 11.00
Clerk Typist I, II, III	9.55		10.05		10.87
Computer Aide					13.41
Computer Aide Drafting (CAD) Lab Specialist					8.32 9.32
Computer Laboratory Assistant I, II, III	8.00	9.00	9.04	10.00	10.08 11.00
Computer Operator/Programmer Trainee					8.84 9.00
Computer Services Assistant					8.00 9.00
Computer Services Operations Scheduler					15.87
Construction Worker I, II			8.00	9.00	8.53 9.53
Counselor Aide					8.00 9.00
Custodial Aide					10.43
Custodial Services Coordinator					12.23
Data Electronics Technician Trainee					8.00 9.00
Disabled Students Aide					8.00 9.00
Documentation & Training Specialist					22.00
Driver					8.00 9.00
E.O.P.S. Outreach Aide					10.46
E.O.P.S. Tutorial/Peer Counselor Aide					9.55
Educational Advising Aide					17.03
Educational Technology Aide					20.97
Electrical Aide					15.09
Electronic Switchboard Operator I, II			10.27		10.65
Electronics Laboratory Specialist					11.44
Employment Specialist Aide					12.76
Environmental Specialist					54.08
Escort					8.75 9.00
Executive Administrative Liaison					23.07
Executive Secretary I, II, III	18.99		21.50		24.00
Financial Aid Application Reviewer I, II			8.40	9.00	9.00 9.50
Financial Aid Assistant					12.76
Fire Technology Equipment Aide I, II, III	10.87		11.32		12.48
General Campus Worker					8.00 9.00
General Clerical Worker					8.00 9.00
Graphics Aide					14.95
Graphics Publication Designer					26.96
Grounds Equipment Operator Aide I, II			8.30	9.00	11.42
Grounds Worker I, II, III	8.00	9.00	9.00	9.50	10.00
Help Desk Technician I, II, III	9.50		10.75		12.50
Human Resources Aide					16.24
Instructional Aide					8.00 9.00

Instructional Media Clerk II			11.67
Interpreter Trainee			18.00
Irrigation Technician			13.92
Job Developer Aide			15.41
Job Placement Aide – Disabled Students			17.03
Laboratory Assistant – Art			13.27
Laboratory Assistant – Biological Sciences			13.27
Laboratory Assistant – Business			13.27
Laboratory Assistant – Chemistry			13.27
Laboratory Assistant – Earth Sciences			13.27
Laboratory Assistant – Electronics			13.27
Laboratory Assistant – Health Careers Resource Center			13.27
Laboratory Assistant – Language			13.27
Laboratory Assistant – Mathematics & Computer Science			13.27
Laboratory Assistant – Medical Services			13.27
Laboratory Assistant – Photography			13.27
Laboratory Assistant – Physical Sciences & Engineering			13.27
Laboratory Assistant – Welding			13.27
Lead Aide, Telecommunications & Networking			19.77
Lead Air Conditioning & Heating Mechanic Aide			15.85
Lead Carpenter Aide			15.85
Lead Computer Aide			15.87
Lead Computer Laboratory Specialist			10.87
Lead Construction & Repair Aide			15.85
Lead Custodial Aide			11.63
Lead Electrical Aide			15.85
Lead Grounds Equipment Operator Aide			12.50
Lead Mechanical Aide			15.85
Lead Painter Aide			15.85
Lead Plumber Aide			15.85
Lead Technician, Technical Operations			19.77
Lead Warehouse Worker Aide			15.85
Learning Assistant			13.00
Learning Facilitator			12.00
Learning Resources Assistant			11.21
Library Aide I, II, III	10.27	11.32	12.48
Link Trainer Maintenance Technician			11.44
Locksmith Aide			15.09
Machine Tool Repair Technician			13.47
Mailroom Operator Aide			10.87
Management Quality System (MQS) Specialist			10.27
Mechanical Aide			15.09
Media Services Specialist I			11.21
Mid-Range Systems Aide			20.97
Model			21.00
Network Support Technician I, II, III	11.00	13.50	15.00
Nursing Assistant			18.80
Office Assistant, SBDC			11.88
Outreach Specialist			12.50
P.E. Equipment Aide I, II, III	10.87	11.32	12.48
Painter Aide			15.09
Paralegal Accreditation Assistant			17.00
Parking & Security Assistant			8.00 9.00
Parking Assistant Officer			11.88
Physician Assistant Coordinator			30.00
Plumber Aide			15.09
Preventative Maintenance, Plumber Aide			15.09
Preventative Maintenance, A/C & Heating Mechanic Aide			15.09
Printing Services Aide I, II		11.00	12.25

Project Coordinator/So. Cal Community College Consortium for Drug Prevention				20.53
Prosecution Specialist				15.00
Public Information Aide				11.88
Public Safety Aide				19.03
Publications Technician II, III		12.25		13.41
Purchasing Aide I, II		11.32		12.87
Reader Lab Assistant				8.00 9.00
Recreational Official				8.00 9.00
Registration Technician				8.00 9.00
Research Analyst/Technician, Wellness Services				15.87
Secretarial Aide				11.88
Senior Information Technology Specialist				40.00
Senior Instructional Analyst/Programmer				20.97
Senior Systems Analyst/Programmer Assistant				20.97
Senior Tool Keeper Aide				13.66
Skilled Trade Crafts Worker Aide				15.09
Specialist: Interpreting Services				17.03
Specialist: Job Development/Disabled Students				13.00
Sprinkler Repair Worker Aide				11.85
Staff Development Instructor				35.17
Staff Development Instructor/Coordinator				39.86
Staff Development Technology Mentor				28.13
Student Center Assistant				12.00
Student Intern				15.00
Study Skills Assistant I, II, III	10.27	11.32		12.48
Supervisor of Students (instruction or non-instruction)				8.00 9.00
Supplemental Instruction Leader				8.06 9.00
Systems Analyst/Programmer Assistant				17.52
Systems Analyst/Programmer Trainee				14.38
Systems Programmer Aide				20.97
Technician Aide III, Event Services				15.11
Technician I, Facilities				11.88
Technician III, Audio Visual Repair				15.11
Technician IV, Performing Arts Operations				17.71
Technician V, Data Electronics				18.80
Technician V, Voice Communications & Electronics				22.80
Test Administration Aide				11.32
Tool Crib/Stockroom Attendant				8.00 9.00
Tutor I, II, III, IV	8.00 9.00	9.25 9.75	10.50	11.75
Tutorial Assistant				9.55
Tutorial Facilitator				8.00 9.00
Umpire (Softball League)				16.64/game
Umpire (Winter Youth Baseball League)				22.88/game – one umpire 35.36/game – two umpires
Vocational Outreach Aide				17.03
Warehouse Aide				11.09
Wildlife Sanctuary Aide I, II		8.00 9.00	8.53	9.50

c:HRS/SalarySchedules/Non-Represented Salary Schedule

PROPOSED – Student Salary Schedule

Students must be enrolled in six (6) or more credit or non credit units (Fall/Spring)
Two (2) or more credit or non credit units (Winter/Summer)

Effective July 1, 2014

Effective January 1, 2016

<u>Job Classification</u>	<u>Current Hourly Rate</u>	<u>Proposed Hourly Rates</u>	<u>Description</u>
Student Assistant I	\$ 8.00	\$9.00 \$10.00	Provides very basic support working under direct supervision. Performs manual and/or clerical tasks that require no specialized knowledge, skills, experience, or training. May require minimal computer literacy.
Student Assistant II	\$ 8.75	\$9.75 \$10.75	Some specialized knowledge, skills, experience, or training is required in order to perform duties adequately. Performs general and specialized tasks under direct supervision. May require prior experience or proficiency with some computer software.
Student Assistant III	\$ 10.00	\$10.50 \$11.50	Some level of specialized knowledge, skills, experience, or training is required. Performs general or specialized tasks using some independent judgment and less supervision. May require prior experience or proficiency with some computer software.
Student Assistant IV	\$ 11.25	\$11.25 \$12.25	Requires the use of specialized knowledge, skills, experience or training to perform mainly specialized tasks. Works with minimal supervision. Requires prior experience or proficiency with computer software.
Student Assistant V	\$ 12.50	\$12.50 \$13.00	Performs technically difficult work requiring the use of specialized knowledge and skills. This student is able to work independently with minimum supervision. Must be able to direct the work of other student workers when needed. Should be highly proficient concerning the software used to perform daily responsibilities.

PROPOSED – Professional Expert Salary Schedule

Effective July 1, 2014

Advanced Group Exercise Instructor I, II, III		23.61		30.00		34.20
Advanced Practice Registered Nurse						41.53
Air Traffic Control Instructor – Assistant					8.00	9.00
Aquatics Assistant I, II, III, IV V, VI, VII 10.00 11.00 12.00 13.00		14.00		15.00		16.00
Aquatics Summer Swim Program Assistant Coordinator						22.50
Aquatics Summer Swim Program Coordinator						25.00
Assessment Specialist						23.22
Athletic Injury Specialist I, II, III		22.00		26.00		30.00
Broadcast Master Control Operator I, II			8.75	9.75		12.50
Building Automation Support Specialist						25.00
Child Development Center Assistant					8.00	9.00
Child Development Center Associate I, II, III	8.00	9.00	8.50	9.50	9.00	10.00
Child Development Center Teacher I, II, III	8.75	9.75	9.25	10.25	9.75	10.75
Choreographer						20.00
Computer Services Training Specialist						14.56
Early Child Development Master Teacher I, II				13.27		13.95
EMS Licensing Examiner I, II, III		15.00		20.00		25.00
Equipment Technician						14.51
Event Supervisor I, II				11.75		13.75
Exercise Trainer Assistant I, II			8.00	9.00	9.55	10.55
Farm Specialist-Artificial Insemination						35.00
Federal Aviation Administration Certificated Lab Assistant						15.00
Fire Technology Equipment Aide I, II, III		10.87		11.32		12.48
Fitness Assessment Technician I, II				15.00		17.00
Fitness Trainer I, II				12.48		14.00
Game Day Personnel						10.00
Head Production Audio Engineer						50.00
Head Video Utility						50.00
Health Promotion Specialist						24.00
House Manager, Event Services						12.75
Instrument Simulator Instructor						30.00
*Interpreter I, II, III, IV, V	25.00	30.00	35.00	41.00		48.00
Lecturer						19.76
Lecturer-Fire Technology						37.26
Licensed Clinical Psychologist						48.83
Licensed Clinical Social Worker						41.53
Lifeguard					8.00	9.00
Master Class Instructor-Dance						25.00
Medical Assistant						15.00
Motorcycle Technician Specialist						20.00
Paralegal Accreditation Assistant or Program Clerk						17.00
Paramedic Specialist						15.60
Physician						61.67
Proctor, EMT						12.48
Program Supervisor I, II				12.48		16.64
Project Administrator						60.00
Project/Program Aide						19.76
*Real Time Captioner I, II, III, IV, V	17.00	23.00	30.00	35.00		43.00
Registered Nurse I, II				28.94		31.83
Registered Veterinary Technician						12.48
Research Aide						15.87
Sound Engineer I, II				14.50		20.00
Sports Publicist						16.00
Teaching Aide						13.27
Theatrical Rigger I, II				12.50		16.50
Tutorial Specialist I, II, III, IV		17.00	18.50	20.00		23.22
Vision Mixer						50.00
Web Designer Specialist I, II, III		16.00		24.00		30.00
Wildlife Sanctuary Assistant						16.64