



Action Item

DATE: November 9, 2017

SUBJECT: Minimum Wage for City College of San Francisco (CCSF) Student Workers

ITEM NO: 171109-XII-299

RECOMMENDED ACTION: That the Board of Trustees approve the increase in hourly wages for CCSF student workers from \$10.74 an hour to the San Francisco City minimum wage hourly amount of \$14.00 per hour. Furthermore, that CCSF continues to adjust wages of student workers in accordance with San Francisco City Law. NOTE: Approval includes approval of the incremental budget cost of \$797,558.

EXPLANATION AND ANALYSIS: Current student workers at CCSF earn \$10.74 an hour. California Community College Districts (as well as other state agencies) are exempt from California minimum wage mandates set on employers.

In November 2014, the voters of San Francisco passed Proposition J, raising the minimum wage to \$15 per hour by 2018 based on the scheduled increases below:

Effective Date	Minimum Wage Rate
5/1/2015	\$12.25/hour
7/1/2016	\$13.00/hour
7/1/2017	\$14.00/hour
7/1/2018	\$15.00/hour
July 1st Each Following Year	CPI Increase

The District currently employs numerous student workers with both restricted and unrestricted monies. The District annually budgets pools of funding to earmark monies for student workers. Below is a schedule of actual costs to the District in the 2016-17 fiscal year. These funding requirements identified below will be consistent with additional funding needs in the current fiscal year (2017-18).

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Funding Source	Number of Students (2016-17)	Number of Hours Worked (2016-17)	Total Pay (2016-17)	Increase in Cost
Unrestricted	617	122,462	\$1,315,239	\$399,225
Restricted	665	122,188	\$1,535,825	\$398,333

SUBMITTED BY: David Martin, Acting Vice Chancellor of Finance and Administration