

HR NEWSLETTER

CREATED BY FRANKLIN HARRIS CONSULTING



Compliance

Here's What You Need to Know This Month

Local Minimum Wage Updates Effective July 1

Several California cities and counties increased their local minimum wage rates effective July 1. Employers should confirm that payroll rates have been updated for employees working in a covered city or county, including remote employees whose assigned work location may fall under a local wage ordinance.

Review hourly rates, payroll records, job postings, and wage notices to make sure your organization is paying the correct local rate. Click the attached minimum wage resource for current rates.



Book Your Complimentary Consultation

Scan to schedule your complimentary 30 minute consultation and discuss the HR support that fits your organization.

Compliance Continued

Know When You Can Conduct a Criminal Background Check

California employers should not ask about criminal history or conduct a criminal background check before making a conditional offer of employment. This includes questions on applications, during interviews, or through informal screening conversations.

After a conditional offer is made, employers should use the appropriate disclosure and authorization process before moving forward. Any decision involving criminal history should be carefully considered, job related, and consistent with business necessity. A background check should never be treated as an automatic reason to remove someone from consideration.

| From Franklin's Desk

Leadership Is More Than Having the Answers



To the business owners, managers, and people responsible for leading others: you are not expected to have every answer alone. But you are responsible for ensuring your team has the clarity, tools, and support needed to succeed.

I have learned that strong workplaces are not built around one person doing everything perfectly. They are built when people are connected to a clearly communicated goal, understand expectations, and know where to turn for support and guidance.

What may look like a performance or communication issue could be a sign that training was missing, expectations were unclear, or a concern was not addressed early enough. Those are all things leaders have the ability to improve.

Training is not an extra. It is an investment in the people who represent your organization every day. When managers and employees are equipped to do their jobs well, the whole organization becomes stronger.

This month, consider where your team may need more support. Manager coaching, employee development, onboarding guidance, and practical HR training can help prevent small concerns from becoming larger problems.

| Services & Support

HR Support



As your organization grows, HR needs grow with it. FHC provides practical support for small businesses and nonprofits that need trusted guidance without adding a full-time HR department.

Featured Services

- HR audits and compliance reviews
- Fractional HR support
- Employee relations and documentation guidance
- Manager coaching and supervisor training
- Handbooks, onboarding, and HR process support

| Community

A Community Effort

Level Up is the community outreach arm of Franklin Harris Consulting. It was created to build meaningful connections, create accessible opportunities, and support people as they work toward personal and career goals.

Through free and low cost gatherings, workshops, and support sessions, Level Up offers resources such as interview preparation, career support, personal vision building, thought-partnership and other opportunities that help people move forward with clarity and confidence.

Beginning this week, Level Up is collecting backpacks, school supplies, and monetary donations for Bay Area K through 12 students and families who may need extra support preparing for the school year. Collected items will be distributed during the first and second weeks of August.

Your support can help a student begin the school year with the supplies they need to feel prepared and confident. Donations may be mailed or delivered to the FHC office, and local pickup may be available for larger donations.

Help Us Fill a Backpack

Donate a backpack, school supplies, or a monetary contribution to support Bay Area students and families.

Shop the Amazon Wishlist: Please use link below.

To arrange a donation drop off or pickup: Call or Email us Today!