



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers

168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 22-1162

December 13, 2022

Introduced: 12/6/2022

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Data Entry Operator I-II, Food Service Worker I-II, Park Services Aide I-III, Mailroom Clerk and Senior Mailroom Clerk, Range Aide and Student Intern classifications to comply with California Senate Bill No. 3, increasing the minimum wage to \$15.50/hour at first step and to maintain the spreads within the series where applicable, effective January 1, 2023 as indicated in Attachment A;
- b. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A & B to abolish the classifications of Laundry Worker I-II and Library Page as indicated in Attachment A;
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Data Entry Operator I-II, Food Service Worker I-II, Park Services Aide I-III, Mailroom Clerk and Senior Mailroom Clerk, Range Aide and Student Intern classifications to comply with California Senate Bill No. 3, increasing the minimum wage to \$15.50/hour at first step and to maintain the spreads within the series where applicable, effective January 1, 2023 as indicated in Attachment A;
- b. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A & B to abolish the classifications of Laundry Worker I-II and Library Page as indicated in Attachment A;
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

On April 4, 2016, California Senate Bill No. 3 was signed into law, which, in part, increases the California minimum wage to \$15.50/hour, effective January 1, 2023.

Currently, the first-step base wage rates of eight County classifications fall below the new State minimum wage effective January 1, 2023:

Therefore, it is recommended to adjust the salary ranges of the classifications above to \$ 15.50 per hour at first step and to maintain the spreads within the series effective January 1, 2023.

It is further recommended to abolish the classifications of Laundry Worker I-II and Library Page as they no longer meet the needs of the County.

OTHER AGENCY INVOLVEMENT:

The impacted departments have been apprised of the impact of the legislative wage adjustments and concur with the recommendations.

FINANCING:

The salary and benefits increase for Agricultural Commissioner Budget Unit 2810-8001-Fund 001-Appropriation Unit AGR001 for the remainder of FY 2022-23 is approximately \$3 or \$5 annually and will be absorbed within the departments existing appropriations.

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The salary and benefits increase for Public Works, Facilities and Parks Department is as follows:

Mail Budget Unit 3200-8576-Fund 001-Appropriation Unit PFP064 for the remainder of FY 2022-23 is approximately \$113 or \$226 annually;

Park Operations Budget Unit 3200-8556-Fund 001-Appropriation Unit PFP058 for the remainder of FY 2022-23 is approximately \$1,119 or \$2,238 annually;

Rifle Range Budget Unit 3200-8578-Fund 001-Appropriation Unit PFP066 for the remainder of FY 2022-23 is approximately \$178 or \$356 annually;

The combined total for the remainder of FY 2022-23 is approximately \$1,410 or \$2,820 annually and will be absorbed within the departments existing appropriations.

The salary and benefits increase for Natividad Budget Unit Dietary-9600-8344 for the remainder of FY 2022-23 is approximately \$4,372 or \$8,744 annually and will be absorbed within the departments existing appropriations. There is no impact to the General Fund

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action addresses the Board of Supervisors' Administration Strategic Initiative and demonstrates the County's commitment to meeting the Board's initiatives by attracting, recruiting, and retaining a diverse, talented work force that supports the mission of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared By: Kim Moore, Assistant Director of Human Resources, 755-5353

Approved By: Irma Ramirez-Bough, Director of Human Resources, 755-5043

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Attachment:
Board Report
Attachment A
Resolution

- cc: Charles J. McKee, County Administrative Officer
 Henry Gonzales, Agricultural Commissioner
 Randall Ishii, Director of Public Works, Facilities and Parks
 Chad Harris, Interim Natividad Chief Executive Officer
 Hillary Theyer, Library Director
 Todd Keating, Chief Probation Officer