

**Before the Board of Supervisors in and for the
County of Monterey, State of California**

Resolution No.: PPPR Control No. 23-016)
HRM Control No. 23-014)

Adopt a Resolution to:)

- a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to)
adjust the salary ranges of the Hospital Environmental Services Aide, Hospital)
Senior Environmental Services Aide and Hospital Supervising Environmental)
Services Aide classifications as indicated below; and)
- b) Direct the Human Resources Department to implement the changes in the)
Advantage Human Resources Management System.)

WHEREAS, Natividad administration staff requested a base wage compensation study of the Hospital Environmental Services Aide, Hospital Senior Environmental Services Aide and Hospital Supervising Environmental Services Aide classifications; and

WHEREAS, Natividad conducted a base wage compensation study of the Hospital Environmental Services Aide classification which determined Hospital Environmental Services Aide is approximately 10.60% below the mean of the County’s comparable agencies and it is recommended to adjust the base wage salary of Hospital Environmental Services Aide by the approximate percentage identified at top step; and

WHEREAS, Natividad further recommends adjusting the base wage salary of Hospital Senior Environmental Services Aide and Hospital Supervising Environmental Services Aide by approximately 10.60% at top step in order to maintain the spread of the series; and

WHEREAS, to implement the recommendations, the actions require the Personnel Policies and Practices Resolution No. 98- 394 Appendix A to be amended; NOW, THEREFORE,

BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

1. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary ranges of the Hospital Environmental Services Aide, Hospital Senior Environmental Services Aide and Hospital Supervising Environmental Services Aide classifications as indicated below:

Classification Title: Hospital Environmental Services Aide												
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG	EEO	W/C*	BU	FLSA Code*
\$21.079	\$22.238	\$23.461	\$24.751	\$26.113	\$27.418	\$28.789	70A10	20	SM	9043	J	Non-exempt
\$1,686.30	\$1,779.05	\$1,876.89	\$1,980.11	\$2,089.01	\$2,193.46	\$2,303.13						
\$3,654	\$3,855	\$4,067	\$4,290	\$4,526	\$4,752	\$4,990						

*provided for information purposes only

<u>Classification Title: Hospital Senior Environmental Services Aide</u>													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*	
\$24.241	\$25.574	\$26.981	\$28.465	\$30.030	\$31.532	\$33.108	70A12	19	SM	9043	J	Non-Exempt	
\$1,939.28	\$2,045.94	\$2,158.46	\$2,277.17	\$2,402.40	\$2,522.52	\$2,648.65							
\$4,202	\$4,433	\$4,677	\$4,934	\$5,205	\$5,465	\$5,739							

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<u>Classification Title: Hospital Supervising Environmental Services Aide</u>													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*	
\$30.291	\$31.957	\$33.714	\$35.569	\$37.525	\$39.401	\$41.371	70A13	19	SM	9043	F	Non-Exempt	
\$2,423.28	\$2,556.55	\$2,697.15	\$2,845.49	\$3,001.98	\$3,152.08	\$3,309.68							
\$5,250	\$5,539	\$5,844	\$6,165	\$6,504	\$6,830	\$7,171							

*provided for information purposes only

- The Human Resources Department is directed to implement the changes in the Advantage Human Resources Management System.

PASSED AND ADOPTED on this _____ day of _____, 2023, by the following vote, to-wit:

AYES:
NOES:
ABSENT:

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book ___ for the meeting on _____.

Dated: Valerie Ralph, Clerk of the Board of Supervisors,
County of Monterey, State of California

By _____, Deputy