



## Monterey County Board of Supervisors

### Board Order

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1st Floor  
Salinas, CA 93901  
831.755.5066  
www.co.monterey.ca.us

A motion was made by Supervisor Chris Lopez, seconded by Supervisor Luis A. Alejo to:

Adopted Resolution No. 19-423 to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Community Service Aide I, Library Page, Park Services Aide I and Student Intern classifications, as indicated in Attachment A, to comply with California Senate Bill No. 3, increasing the minimum wage to \$13.00/hour, effective January 1, 2020; and
- b. Amend the Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Community Service Aide II as indicated in Attachment A, effective January 1, 2020; and
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this 10<sup>th</sup> day of December 2019, by the following vote, to wit:

AYES: Supervisors Alejo, Lopez, Phillips, Parker and Adams

NOES: None

ABSENT: None

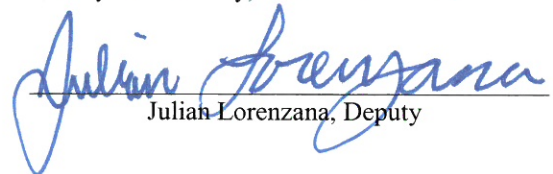
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting December 10, 2019.

Dated: December 17, 2019

File ID: 19-0931

Agenda Item No.: 77

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

  
Julian Lorenzana, Deputy

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

**Resolution No.: 19-423**

PPPR Control No. 19-013

HRM Control No. 19-013

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Community Service Aide I, Library Page, Park Services Aide I and Student Intern classifications, as indicated in Attachment A, to comply with California Senate Bill No. 3, increasing the minimum wage to \$13.00/hour, effective January 1, 2020; and )
- b. Amend the Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Community Service Aide II as indicated in Attachment A, effective January 1, 2020; and )
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM System..... )

**WHEREAS** on April 4, 2016 California Senate Bill No. 3 was signed into law, raising the California minimum wage to \$13.00/hour effective January 1, 2020; and

**WHEREAS**, currently, the first-step salary rates for the Community Services Aide I, Library Page, Park Services Aide I and Student Intern classifications fall below the new State minimum wage; and

**WHEREAS**, a salary adjustment to the Community Service Aide II is recommended to prevent compaction with the Community Service Aide I classification; and

**WHEREAS**, the actions require the Personnel Policies and Practices Resolution No. 98-394 Appendix A be amended;

**NOW, THEREFORE, BE IT RESOLVED THAT**, the Board of Supervisors in and for the County of Monterey as follows:

- 1. Appendix A of Personnel Policies and Practices Resolution No. 98-394 is amended to adjust the salary ranges of the Community Service Aide I, Library Page, Park Services Aide I and Student Intern classifications, as indicated below, to comply with Senate Bill No. 3, raising the minimum wage to \$13.00/hour effective January 1, 2020;

Classification Title: <b>Community Service Aide I</b>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$13.000	\$13.715	\$14.469	\$15.265	\$16.105	\$16.910	\$17.756	60P01	14	OC	8810	J	N
\$1,040.00	\$1,097.20	\$1,157.52	\$1,221.20	\$1,288.40	\$1,352.80	\$1,420.48						
\$2,253	\$2,377	\$2,508	\$2,646	\$2,792	\$2,931	\$3,078						

\* provided for information purposes only

Classification Title: <b>Library Page</b>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$13.000	\$13.715	\$14.469	\$15.265	\$16.105	\$16.910	\$17.756	80C24	18	OC	8810	J	N
\$1,040.00	\$1,097.20	\$1,157.52	\$1,221.20	\$1,288.40	\$1,352.80	\$1,420.48						
\$2,253	\$2,377	\$2,508	\$2,646	\$2,792	\$2,931	\$3,078						

\* provided for information purposes only

Classification Title: <b>Park Services Aide I</b>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$13.000	\$13.715	\$14.469	\$15.265	\$16.105	\$16.910	\$17.756	68C01	14	PP	9420	J	N
\$1,040.00	\$1,097.20	\$1,157.52	\$1,221.20	\$1,288.40	\$1,352.80	\$1,420.48						
\$2,253	\$2,377	\$2,508	\$2,646	\$2,792	\$2,931	\$3,078						

\* provided for information purposes only

Classification Title: <b>Student Intern</b>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$13.000						\$26.000	90A01	0	E	8810	J	N
\$1,040.00						\$2,080.00						
\$2,253						\$4,507						

\* provided for information purposes only

2. Appendix A of Personnel Policies and Practices Resolution No. 98-394 is amended to adjust the salary range of the Community Service Aide II classification, as indicated below, effective January 1, 2020; and

Classification Title: <b>Community Service Aide II</b>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$14.185	\$14.965	\$15.788	\$16.656	\$17.572	\$18.451	\$19.374	60P21	14	PP	8810	J	N

\$1,134.80	\$1,197.20	\$1,263.04	\$1,332.48	\$1,405.76	\$1,476.08	\$1,549.92					
\$2,459	\$2,594	\$2,737	\$2,887	\$3,046	\$3,198	\$3,358					

3. The Human Resources Department is hereby directed to implement the changes in the Advantage HRM System.

**PASSED AND ADOPTED** on this 10<sup>th</sup> day of December 2019, by the following vote, to wit:

AYES: Supervisors Alejo, Lopez, Phillips, Parker and Adams

NOES: None

ABSENT: None

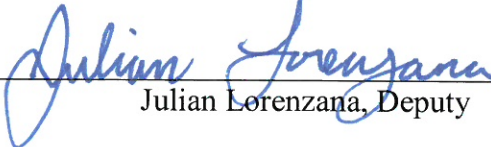
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting December 10, 2019.

Dated: December 17, 2019

File ID: 19-0931

Agenda Item No.: 77

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

  
Julian Lorenzana, Deputy

**ATTACHMENT A**

Classification Title: <b>Community Service Aide I</b>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$13.000	\$13.715	\$14.469	\$15.265	\$16.105	\$16.910	\$17.756	60P01	14	OC	8810	J	N
\$1,040.00	\$1,097.20	\$1,157.52	\$1,221.20	\$1,288.40	\$1,352.80	\$1,420.48						
\$2,253	\$2,377	\$2,508	\$2,646	\$2,792	\$2,931	\$3,078						

\* provided for information purposes only

Classification Title: <b>Community Service Aide II</b>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$14.185	\$14.965	\$15.788	\$16.656	\$17.572	\$18.451	\$19.374	60P21	14	PP	8810	J	N
\$1,134.80	\$1,197.20	\$1,263.04	\$1,332.48	\$1,405.76	\$1,476.08	\$1,549.92						
\$2,459	\$2,594	\$2,737	\$2,887	\$3,046	\$3,198	\$3,358						

\* provided for information purposes only

Classification Title: <b>Library Page</b>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$13.000	\$13.715	\$14.469	\$15.265	\$16.105	\$16.910	\$17.756	80C24	18	OC	8810	J	N
\$1,040.00	\$1,097.20	\$1,157.52	\$1,221.20	\$1,288.40	\$1,352.80	\$1,420.48						
\$2,253	\$2,377	\$2,508	\$2,646	\$2,792	\$2,931	\$3,078						

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Classification Title: <b>Park Services Aide I</b>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$13.000	\$13.715	\$14.469	\$15.265	\$16.105	\$16.910	\$17.756	68C01	14	PP	9420	J	N
\$1,040.00	\$1,097.20	\$1,157.52	\$1,221.20	\$1,288.40	\$1,352.80	\$1,420.48						
\$2,253	\$2,377	\$2,508	\$2,646	\$2,792	\$2,931	\$3,078						

\* provided for information purposes only

Classification Title: <b>Student Intern</b>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$13.000						\$26.000	90A01	0	E	8810	J	N
\$1,040.00						\$2,080.00						
\$2,253						\$4,507						

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