

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

Resolution No.: 17-

PPPR Control No. 17-005)
HRM Control No. 17-005)

Adopts a Resolution to:

- a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Library Page and Aide I classifications as indicated in the attached Resolution to comply with California Senate Bill No. 3, raising the minimum wage to \$10.50/hour retroactive to January 1, 2017;
- b) Amend Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to abolish the classifications of Recreation Leader and Temporary Library Page;
- c) Authorize the Auditor-Controller to make payments to impacted employees retroactive to January 1, 2017; and
- d) Direct the Human Resources Department to implement the changes in the Advantage HRM System.

WHEREAS, on April 4, 2016, Senate Bill No. 3 was signed into law, raising the California minimum wage to \$10.50/hour effective January 1, 2017;

WHEREAS, currently, four County classifications are paid below this new minimum wage level;

WHEREAS, the classifications of Recreation Leader and Temporary Library Page no longer meet the needs of the County and are recommended to be abolished;

WHEREAS, the actions require the Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to be amended; and

WHEREAS, 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.

NOW, THEREFORE, BE IT RESOLVED by 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 Aide I and Library Page classifications as indicated below to comply with California Senate Bill No. 3, raising the minimum wage to \$10.50/hour, effective January 1, 2017;

Classification Title: Aide I													
<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*	B U	FLSA Code*	
\$10.500	\$11.078	\$11.687	\$12.330	\$13.008	\$13.658	\$14.341	60Q01	14	PP	9410	J	NE	
\$840.00	\$886.24	\$934.96	\$986.40	\$1,040.64	\$1,092.64	\$1,147.28							
\$1,820	\$1,920	\$2,026	\$2,137	\$2,255	\$2,367	\$2,486							

*provided for information purposes only

Classification Title: Library Page													
<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*	B U	FLSA Code*	
\$10.500	\$11.078	\$11.687	\$12.330	\$13.008	\$13.658	\$14.341	80C24	18	OC	8810	J	NE	
\$840.00	\$886.24	\$934.96	\$986.40	\$1,040.64	\$1,092.64	\$1,147.28							
\$1,820	\$1,920	\$2,026	\$2,137	\$2,255	\$2,367	\$2,486							

*provided for information purposes only

2. Appendices A and B of Personnel Policies and Practices Resolution No. 98-394 are amended to abolish the classifications of Recreation Leader and Temporary Library Page;
3. The Auditor-Controller is hereby authorized to make payments to impacted employees, retroactive to January 1, 2017; and
4. The Human Resources Department is hereby directed to implement these changes in the Advantage HRM System.

PASSED AND ADOPTED on this _____ day of April 2017, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

I, Gail T. Borkowski, 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:

Gail T. Borkowski, Clerk of the Board of Supervisors,
County of Monterey, State of California

By _____
, Deputy