

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

Resolution No.: PPPR Control No. 20-018 )  
HRM Control No. 20-014 )

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 to comply with California Senate Bill No. 3, increasing the minimum wage to \$14.00/hour, effective January 1, 2021 as indicated in Attachment A; 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 effective January 1, 2021 as indicated in Attachment A; and )
- c. Authorize and 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 \$14.00/hour effective January 1, 2021; and

WHEREAS, currently, the first-step salary rates of four County 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 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 Community Service Aide I, Library Page, Park Services Aide I and Student Intern classifications to comply with Senate Bill No. 3, raising the minimum wage to \$14.00/hour effective January 1, 2021 as indicated below;

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						
\$14.000	\$14.770	\$15.582	\$16.439	\$17.343	\$18.210	\$19.121	60P01	14	OC	8810	J	N
\$1,120.00	\$1,181.60	\$1,246.56	\$1,315.12	\$1,387.44	\$1,456.80	\$1,529.68						
\$2,427	\$2,560	\$2,701	\$2,849	\$3,006	\$3,156	\$3,314						

\*provided for information purposes only

<u>Classification Title: Library Page</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$14.000	\$14.770	\$15.582	\$16.439	\$17.343	\$18.210	\$19.121	80C24	18	OC	8810	J	N
\$1,120.00	\$1,181.60	\$1,246.56	\$1,315.12	\$1,387.44	\$1,456.80	\$1,529.68						
\$2,427	\$2,560	\$2,701	\$2,849	\$3,006	\$3,156	\$3,314						

\*provided for information purposes only

<u>Classification Title: Park Services Aide I</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$14.000	\$14.770	\$15.582	\$16.439	\$17.343	\$18.210	\$19.121	68C01	14	PP	9420	J	N
\$1,120.00	\$1,181.60	\$1,246.56	\$1,315.12	\$1,387.44	\$1,456.80	\$1,529.68						
\$2,427	\$2,560	\$2,701	\$2,849	\$3,006	\$3,156	\$3,314						

\*provided for information purposes only

<u>Classification Title: Student Intern</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$14.000						\$28.000	90A01	0	E	8810	J	N
\$1,120.00						\$2,240.00						
\$2,427						\$4,853						

\*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 effective January 1, 2021 as indicated below;

<u>Classification Title: Community Service Aide II</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$15.050	\$15.878	\$16.751	\$17.672	\$18.644	\$19.576	\$20.555	60P21	14	PP	8810	J	N
\$1,204.00	\$1,270.24	\$1,340.08	\$1,413.76	\$1,491.52	\$1,566.08	\$1,644.40						
\$2,609	\$2,752	\$2,904	\$3,063	\$3,232	\$3,393	\$3,563						

\*provided for information purposes only

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

PASSED AND ADOPTED on this \_\_\_\_\_ day of \_\_\_\_\_, 2020, 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