

*Before the Board of Supervisors  
County of Monterey, State of California*

**Resolution No.: 23-246**

PPPR Control No. 23-028 )

HRM Control No. 23-024 )

Adopt a Resolution to: )

- a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Food Service Worker I and Food Service Worker II 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 Food Service Worker classification series; and

**WHEREAS**, Natividad conducted a base wage compensation study of the Food Service Worker II classification which determined Food Service Worker II is approximately 13.42% below the mean of the County’s comparable agencies and it is recommended to adjust the base wage salary of Food Service Worker II by the approximate percentage identified at top step; and

**WHEREAS**, Natividad further recommends adjusting the base wage salary of Food Service Worker I by approximately 13.42% 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 Food Service Worker I and Food Service Worker II classifications as indicated below:

Classification Title: Food Service Worker I							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						
\$17.580	\$18.547	\$19.567	\$20.643	\$21.779	\$22.868	\$24.011	70K01	20	SM	9043	J	Non-Exempt
\$1,406.43	\$1,483.78	\$1,565.38	\$1,651.47	\$1,742.30	\$1,829.41	\$1,920.88						
\$3,047	\$3,215	\$3,392	\$3,578	\$3,775	\$3,964	\$4,162						

\*provided for information purposes only

Classification Title: Food Service Worker II							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						
\$20.115	\$21.221	\$22.388	\$23.619	\$24.918	\$26.164	\$27.473						
\$1,609.19	\$1,697.69	\$1,791.05	\$1,889.56	\$1,993.48	\$2,093.15	\$2,197.81	70K21	20	SM	9043	J	Non-Exempt
\$3,487	\$3,678	\$3,881	\$4,094	\$4,319	\$4,535	\$4,762						

\*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 18<sup>th</sup> day of July 2023, by roll call vote:

AYES: Supervisors Church, Askew, and Adams

NOES: None

ABSENT: Supervisors Alejo & Lopez

Motion passed 3 to 0

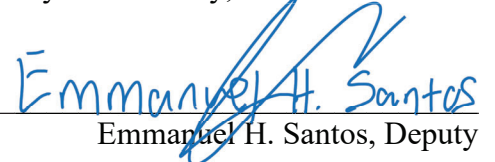
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on July 18, 2023.

Dated: July 20, 2023

File ID: RES 23-102

Agenda Item No. 12

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

  
Emmanuel H. Santos, Deputy