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

Reso	lution No.:	PPPR Control No. <u>22-042</u>)
		HRM Control No. <u>22-037</u>)
Adop	ots a Resolution to:)
a.	Amend Personnel Policies and Practices Resolut	ion No. 98-394 Appendix A to)
	adjust the salary ranges of the Data Entry Operat	or I-II, Food Service Worker I-II,)
	Park Services Aide I-III, Mailroom Clerk and Se	nior Mailroom Clerk, Range Aide)
	and Student Intern classifications to comply with	California Senate Bill No. 3,)
	increasing the minimum wage to \$15.50/hour at	first step and to maintain the)
	spreads within the series where applicable, effec	tive January 1, 2023 as indicated in)
	Attachment A;)
b.	Amend Personnel Policies and Practices Resolut	ion No. 98-394 Appendix A & B to)
	abolish the classifications of Laundry Worker I-	II and Library Page as indicated in)
	Attachment A;)
c.	Direct the Human Resources Department to imp	lement 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 \$15.50/hour effective January 1, 2023; and

WHEREAS, currently, the first-step salary rates of eight County classifications fall below the new State minimum wage; and

WHEREAS, the Human Resources Department is recommending that the base wage salary ranges of the Data Entry Operator I, Food Service Worker I, Mailroom Clerk, Park Services Aide I, Range Aide, and Student Intern classifications be adjusted in order for the base wage rates be brought into alignment with the new California minimum wage of \$15.50 an hour at the first step effective January 1, 2023 and to adjust the base wages of the Data Entry Operator II, Food Service Worker II, Senior Mailroom Clerk and Park Services Aide II and III in order to maintain the spreads within the series; and

WHEREAS, it is further recommended to abolish the classifications of Laundry Worker I-II and Library Page as they no longer meet the needs of the County; and

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

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

1. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary ranges of the Data Entry Operator I-II, Food Service Worker I-II, Park Services Aide I-III, Mailroom Clerk and Senior Mailroom Clerk, Range Aide and Student Intern classifications to comply with California Senate Bill No. 3, increasing the minimum wage to \$15.50/hour at first step and to maintain the spreads within the series where applicable, effective January 1, 2023 as indicated below:

Adjust Base Wage Salary to \$15.50/hour at first step to comply with California 2023 minimum wage and maintain spreads within series as indicated below:

Classificati	on Title: D	ata Entry (Operator I									
	Hourly	, Bi-Weekl										
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	WG		W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$15.500	\$16.353	\$17.252	\$18.201	\$19.202	\$20.162	\$21.170						
\$1,240.00	\$1,308.24	\$1,380.16	\$1,456.08	\$1,536.16	\$1,612.96	\$1,693.60	80G01	18	OC	8810	J	N
\$2,687	\$2,835	\$2,990	\$3,155	\$3,328	\$3,495	\$3,669						

^{*}provided for information purposes only

Classificati	ion Title: D	ata Entry (Operator I	I								
	Hourly	, Bi-Weekl	y and Mont									
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class		EEO	W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$17.470	\$18.430	\$19.443	\$20.512	\$21.640	\$22.722	\$23.858						
\$1,397.46	\$1,474.32	\$1,555.40	\$1,640.95	\$1,731.19	\$1,817.75	\$1,908.64	80G21	18	OC	8810	J	N
\$3,028	\$3,194	\$3,370	\$3,555	\$3,751	\$3,938	\$4,135						

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Classificati	ion Title: F	ood Service	e Worker I									
	Hourly	, Bi-Weekl										
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class		EEO	W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$15.500	\$16.353	\$17.252	\$18.201	\$19.202	\$20.162	\$21.170						
\$1,240.00	\$1,308.24	\$1,380.16	\$1,456.08	\$1,536.16	\$1,612.96	\$1,693.60	70K01	20	SM	9043	J	N
\$2,687	\$2,835	\$2,990	\$3,155	\$3,328	\$3,495	\$3,669						

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Classificati	ion Title: F	ood Service	e Worker I	I								
	Hourly	, Bi-Weekl	y and Mont									
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class		_	W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$17.735	\$18.710	\$19.739	\$20.825	\$21.970	\$23.069	\$24.222						
\$1,418.78	\$1,496.81	\$1,579.13	\$1,665.98	\$1,757.61	\$1,845.49	\$1,937.76	70K21	20	SM	9043	J	N
\$3,074	\$3,243	\$3,421	\$3,610	\$3,808	\$3,999	\$4,198						

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Classificati	ion Title: M	Iailroom C	lerk									
	Hourly	, Bi-Weekl	y and Mont									
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	WG	EEO	W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$15.500	\$16.353	\$17.252	\$18.201	\$19.202	\$20.162	\$21.170						
\$1,240.00	\$1,308.24	\$1,380.16	\$1,456.08	\$1,536.16	\$1,612.96	\$1,693.60	80O22	18	OC	8810	J	N
\$2,687	\$2,835	\$2,990	\$3,155	\$3,328	\$3,495	\$3,669						

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Classificati	ion Title: S	enior Mailı	oom Clerk									
	Hourly	y, Bi-Weekl	y and Mont									
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	WG	EEO	W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$21.543	\$22.728	\$23.978	\$25.296	\$26.688	\$28.022	\$29.423						
\$1,723.43	\$1,818.21	\$1,918.21	\$2,023.70	\$2,135.00	\$2,241.75	\$2,353.84	80O23	18	OC	8810	J	N
\$3,734	\$3,939	\$4,156	\$4,385	\$4,626	\$4,857	\$5,100						

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Classificati	ion Title: P	ark Service	es Aide I									
	Hourly	, Bi-Weekl										
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	WG	EEO	W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$15.500	\$16.353	\$17.252	\$18.201	\$19.202	\$20.162	\$21.170						
\$1,240.00	\$1,308.24	\$1,380.16	\$1,456.08	\$1,536.16	\$1,612.96	\$1,693.60	68C01	14	PP	9420	J	N
\$2,687	\$2,835	\$2,990	\$3,155	\$3,328	\$3,495	\$3,669						

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Classificati	ion Title: P	ark Service	es Aide II									
	Hourly	, Bi-Weekl										
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	WG *	EEO	W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$16.825	\$17.751	\$18.727	\$19.757	\$20.844	\$21.886	\$22.980						
\$1,346.04	\$1,420.06	\$1,498.16	\$1,580.56	\$1,667.48	\$1,750.86	\$1,838.40	68C21	14	PP	9420	J	N
\$2,916	\$3,077	\$3,246	\$3,425	\$3,613	\$3,794	\$3,983						

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Classificati	ion Title: P	ark Service	es Aide III									
	Hourly	, Bi-Weekl	_									
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class		EEO	W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$18.591	\$19.613	\$20.692	\$21.830	\$23.030	\$24.182	\$25.391						
\$1,487.26	\$1,569.05	\$1,655.35	\$1,746.39	\$1,842.43	\$1,934.55	\$2,031.28	68C23	14	PP	9420	J	N
\$3,222	\$3,400	\$3,587	\$3,784	\$3,992	\$4,192	\$4,401						

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Classificati	ion Title: R	ange Aide										
	Hourly	, Bi-Weekl	y and Mont									
Step 1							Class		EEO	W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$15.500	\$16.353	\$17.252	\$18.201	\$19.202	\$20.162	\$21.170						
\$1,240.00	\$1,308.24	\$1,380.16	\$1,456.08	\$1,536.16	\$1,612.96	\$1,693.60	68C02	14	PP	9420	J	N
\$2,687	\$2,835	\$2,990	\$3,155	\$3,328	\$3,495	\$3,669						

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Classificati	on Title: S	tudent Inte	rn									
	Hourly	, Bi-Weekl	y and Mont									
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class			W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$15.500						\$31.000						
\$1,240.00						\$2,480.00	90A01	0	Е	8810	J	N
\$2,687						\$45,373						

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2. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B is amended to abolish the classifications of Laundry Worker I-II and Library Page as indicated below:

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Aholich	Classifica	tione
AUUHSII	Ciassilica	CILUID

Title	Class Code
Laundry Worker I	70L01
Laundry Worker II	70L21
Library Page	80C24