

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

Resolution No.: PPPR Control No. 22-042)
HRM Control No. 22-037)

Adopts a Resolution to:)

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A 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 in)
Attachment A;)
- b. Amend Personnel Policies and Practices Resolution 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 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 \$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:

Classification Title: Data Entry Operator 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						
\$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

Classification Title: Data Entry Operator II							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						
\$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						

*provided for information purposes only

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						
\$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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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						
\$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						

*provided for information purposes only

<u>Classification Title:</u> Mailroom Clerk							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						
\$15.500	\$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						

*provided for information purposes only

Classification Title: Senior Mailroom Clerk							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						
\$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						
\$3,734	\$3,939	\$4,156	\$4,385	\$4,626	\$4,857	\$5,100						

*provided for information purposes only

Classification Title: Park Services Aide 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						
\$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						
\$2,687	\$2,835	\$2,990	\$3,155	\$3,328	\$3,495	\$3,669						

*provided for information purposes only

Classification Title: Park Services Aide 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						
\$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						
\$2,916	\$3,077	\$3,246	\$3,425	\$3,613	\$3,794	\$3,983						

*provided for information purposes only

<u>Classification Title:</u> Park Services Aide III							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						
\$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						

*provided for information purposes only

Classification Title: Range Aide							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						
\$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						
\$2,687	\$2,835	\$2,990	\$3,155	\$3,328	\$3,495	\$3,669						

*provided for information purposes only

Classification Title: Student Intern							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						
\$15.500						\$31.000						
\$1,240.00						\$2,480.00						
\$2,687						\$45,373						

*provided for information purposes only

- 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:

Abolish Classifications

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

- The Human Resources Department is directed to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this ____ day of _____, 2022, 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