



Monterey County Board of Supervisors

168 West Alisal Street,
1st Floor
Salinas, CA 93901
831.755.5066

Board Order

Resolution No. 17-117

Upon motion of Supervisor Salinas, seconded by Supervisor Phillips and carried by those members present, the Board of Supervisors hereby:

Adopted Resolution No. 17-117 to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges 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.

PASSED AND ADOPTED on this 18th day of April 2017, by the following vote, to wit:

AYES: Supervisors Alejo, Phillips, Salinas, Parker and Adams

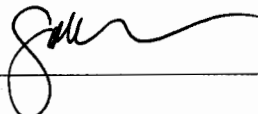
NOES: None

ABSENT: None

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 80 for the meeting April 18, 2017.

Dated: April 28, 2017
File ID: 17-0308

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

By  Deputy

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

Resolution No.: 17-117

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							Class Code	W G *	EE O Cat *	W/C *	B U	FLSA Code *
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$10.500	\$11.078	\$11.687	\$12.330	\$13.008	\$13.658	\$14.341	60Q0 1	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							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						
\$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.

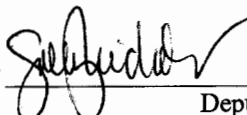
PASSED AND ADOPTED upon motion of Supervisor Salinas, seconded by Supervisor Phillips and carried this 18th day of April 2017, by the following vote, to wit:

AYES: Supervisors Alejo, Phillips, Salinas, Parker and Adams
 NOES: None
 ABSENT: None

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 80 for the meeting on April 18, 2017.

Dated: April 28, 2017
 File Number: 17-0308

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

By  Deputy