



Monterey County Board of Supervisors

Board Order

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Salinas, CA 93901
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A motion was made by Supervisor Luis A. Alejo, seconded by Supervisor John M. Phillips to:

Adopt Resolution No.: 20 – 404 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.

PASSED AND ADOPTED on this 8th day of December 2020, by roll call vote:

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

NOES: None

ABSENT: None

(Government Code 54953)

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 December 8, 2020.

Dated: December 8, 2020

File ID: RES 20-1035

Agenda Item No.: 68

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

Joel G Pablo, Deputy

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

Resolution No.: 20 - 404 PPPR Control No. 20-018)
HRM Control No. 20-014)

- Adopted Resolution No. 20 – 404 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:

- 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: Community Service 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						
\$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

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						
\$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

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						
\$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

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						
\$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

- 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;

Classification Title: Community Service 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						
\$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

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

PASSED AND ADOPTED on this 8th day of December 2020, by roll call vote:

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

NOES: None

ABSENT: None

(Government Code 54953)

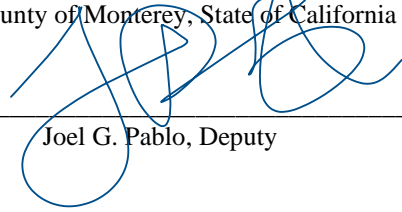
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting December 8, 2020.

Dated: December 8, 2020

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County of Monterey, State of California



Joel G. Pablo, Deputy