

## Monterey County Board of Supervisors

### **Board Order**

168 W. Alisal Street, 1st Floor Salinas, CA 93901 831.755.5066 www.co.monterey.ca.us

#### Adopted Resolution No. 19-186

A motion was made by Supervisor Luis A. Alejo, seconded by Supervisor Mary L. Adams 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 and Student Intern classifications as indicated in the attached Resolution to comply with California Senate Bill No. 3, raising the minimum wage to \$12.00/hour retroactive to January 1, 2019;
- b. Authorize the Auditor-Controller to make payments to impacted employees, retroactive to January 1, 2019; and
- c. Approve and amend Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to abolish the classifications of: Aide I, Aide II, Aide III, Aide IV and Aide V, as indicated in the attached Resolution; and
- d. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this 21st day of May 2019, by the following vote, to wit:

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

NOES: None ABSENT: None

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 May 21, 2019.

Dated: May 24, 2019

Legistar File ID No. RES 19-059

Agenda Item No. 37

Valerie Ralph, Clerk of the Board

Valerie Ralph, Clerk of the Board of Supervisors

County of Monterey, State of California

#### Legistar File ID No. RES 19-059, Agenda Item No. 37

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

Re	solution No. 19-186	PPPR Control No. 19-003	)
		HRM Control No. 19-003	)
Ad	opted Resolution No. 19-186 to:		)
a.	Amend Personnel Policies and Practices Resolution 1	No. 98-394 Appendix A to adjust	)
	the salary ranges of the Community Service Aide I, I	Library Page and Student Intern	)
	classifications, as indicated below, to comply with C	alifornia Senate Bill No. 3,	)
	raising the minimum wage to \$12.00/hour retroactive	e to January 1, 2019; and	)
b.	Authorize the Auditor-Controller to make payments	to impacted employees,	)
	retroactive to January 1, 2019; and		)
c.	Amend Personnel Policies and Practices Resolution	No. 98-394 Appendices A and B	)
	to abolish the classifications of: Aide I, Aide II, Aide	III, Aide IV and Aide V; and	)
d.	Direct the Human Resources Department to impleme	ent 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 \$12.00/hour effective January 1, 2019; and

WHEREAS, there are three classifications currently paid below this level; and

WHEREAS, a review of the Aide I, Aide II, Aide III and Aide IV classifications indicate the classes no longer meet the needs of the County and are recommended to be abolished; and

WHEREAS, the actions require the Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to be amended; 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 Community Service Aide I, Library Page and Student Intern classifications as indicated below to comply with Senate Bill No. 3, raising the minimum wage to \$12.00/hour effective January 1, 2019;

Classification Title: Community Service Aide I												
Step 1	Step 2	Hourly, Bi-We Step 3	eekly and Mor Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$12.000	\$12.660	\$13.356	\$14.090	\$14.865	\$15.609	\$16.389						
\$959.97	\$1,012.77	\$1,068.47	\$1,127.23	\$1,189.22	\$1,248.69	\$1,311.12						!
\$2,080	\$2,194	\$2,315	\$2,442	\$2,577	\$2,705	\$2,841	60P01	14	OC	8810	J	N

<sup>\*</sup>provided for information purposes only

Classification Title: Library Page				l

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Hourly, Bi-Weekly and Monthly Pay Rates												ĺ
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$12.000	\$12.660	\$13.356	\$14.090	\$14.865	\$15.609	\$16.389						
\$959.97	\$1,012.77	\$1,068.47	\$1,127.23	\$1,189.22	\$1,248.69	\$1,311.12						
\$2,080	\$2,194	\$2,315	\$2,442	\$2,577	\$2,705	\$2,841	80C24	18	oc	8810	J	N

<sup>\*</sup>provided for information purposes only

Classificatio	on Title: <b>Stud</b>	ent Intern										
Step 1	L Step 2	Step 3	eekly and Mo Step 4	nthly Pay Rat	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$12.000						\$24.000						
\$959.97						\$1,920						
\$2,080						\$4,160	90A01	0	E	8810	J	N

<sup>\*</sup>provided for information purposes only

- 2. The Auditor-Controller is authorized to make payments to impacted employees, retroactive to January 1, 2019;
- 3. The Personnel Policies and Practices Resolution No. 98-394 Appendices A and B are amended to abolish the classifications of: Aide I, Aide II, Aide III, Aide IV and Aide V, as indicated;
- 4. The Human Resources Department is hereby directed to implement these changes in the Advantage HRM System.

PASSED AND ADOPTED on this 21st day of May 2019, by the following vote, to-wit:

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

NOES: None ABSENT: None

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 May 21, 2019.

Dated: May 28, 2019

Legistar File ID No. RES 19-059

Agenda Item No. 37

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

Valerie Ralph, Clerk of the Board