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

Re	solution No.: PPPR Control No. <u>23-059</u> )
	HRM Control No. <u>23-053</u>
Αc	opts 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, Mailroom Clerk and Senior Mailroom
	Clerk, Park Services Aide I, Range Aide and Student Intern classifications to comply
	with California Senate Bill No. 3 and Labor Code section 1182.12, increasing the
	minimum wage to \$16.00/hour at first step and to maintain the spreads within the series
	where applicable, effective January 1, 2024 as indicated in Attachment A; and
b.	Direct the Human Resources Department to implement the changes in the Advantage
	Human Resources Management (HRM) System.

WHEREAS, on April 4, 2016, California Senate Bill No. 3 was signed into law, which, in part, provides for increases to the California minimum wage as determined by the Department of Finance and California Labor Code section 1182.12; and

WHEREAS, pursuant to the July 31, 2023, letter from the Department of Finance, the minimum wage shall increase to \$16.00/hour effective January 1, 2024; and

WHEREAS, currently, the first-step salary rates of five (5) 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, Mailroom Clerk and Senior 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 \$16.00 an hour at the first step, effective January 1, 2024, and to adjust the base wages of the Data Entry Operator II, Senior Mailroom Clerk and Park Services Aide II and III in order to maintain the spreads within the series; and

WHEREAS, to implement the recommendations, the actions require the Personnel Policies and Practices Resolution No. 98-394 Appendix A 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, Mailroom Clerk and Senior Mailroom Clerk, Park Services Aide I-III, Range Aide and Student Intern classifications to comply with California Senate Bill No. 3 and Labor Code section 1182.12, increasing the minimum wage to \$16.00/hour at first step and to maintain the spreads within the series where applicable, effective January 1, 2024, as indicated below:

## Adjust Base Wage Salary to \$16.00/hour at first step to comply with California 2024 minimum wage and maintain spreads within series as indicated below:

Classificati	ion Title: <b>D</b>											
	Hourly	y, Bi-Weekl	y and Mont	hly Pay Rat	<u>es</u>							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	WG *		W/C*	BU	FLSA
							Code	**	Cat*			Code*
\$16.00	\$16.880	\$17.808	\$18.787	\$19.820	\$20.811	\$21.852						
\$1,280.00	\$1,350.40	\$1,424.64	\$1,502.96	\$1,585.60	\$1,664.88	\$1,748.16	80G01	18	OC	8810	J	N
\$2,773	\$2,926	\$3,087	\$3,256	\$3,435	\$3,607	\$3,788						

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

Classificati	ion Title: D											
	Hourly	y, Bi-Weekl	y and Mont	hly Pay Rat	es							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	WG	l	W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$18.030	\$19.021	\$20.068	\$21.171	\$22.336	\$23.452	\$24.625						
\$1,442.39	\$1,521.72	\$1,605.41	\$1,693.70	\$1,786.85	\$1,876.19	\$1,970.00	80G21	18	OC	8810	J	N
\$3,125	\$3,297	\$3,478	\$3,670	\$3,872	\$4,065	\$4,268						

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

Classificati	ion Title: N	Iailroom C	lerk									
	<u>Hourly</u>	, Bi-Weekl	y and Mont	hly Pay Rat	es							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class		EEO	W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$16.000	\$16.880	\$17.808	\$18.787	\$19.820	\$20.811	\$21.852						
\$1,280.00	\$1,350.40	\$1,424.64	\$1,502.96	\$1,585.60	\$1,664.88	\$1,748.16	80022	18	OC	8810	J	N
\$2,773	\$2,926	\$3,087	\$3,256	\$3,435	\$3,607	\$3,788						

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

Classificati	Classification Title: Senior Mailroom Clerk											
	Hourly	y, Bi-Weekl	y and Mont	hly Pay Rat	es							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class		EEO	W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$22.236	\$23.459	\$24.749	\$26.110	\$27.546	\$28.924	\$30.370						
\$1,778.90	\$1,876.73	\$1,979.95	\$2,088.84	\$2,203.72	\$2,313.90	\$2,429.60	80O23	18	OC	8810	J	N
\$3,854	\$4,066	\$4,290	\$4,526	\$4,775	\$5,013	\$5,264						

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

Classificati	ion Title: P	ark Service	es Aide I									
	Hourly, Bi-Weekly and Monthly Pay Rates											
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	WG	EEO	W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$16.000	\$16.880	\$17.808	\$18.787	\$19.820	\$20.811	\$21.852						
\$1,280.00	\$1,350.40	\$1,424.64	\$1,502.96	\$1,585.60	\$1,664.88	\$1,748.16	68C01	14	PP	9420	J	N
\$2,773	\$2,773 \$2,926 \$3,087 \$3,256 \$3,435 \$3,607 \$											

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

Classificati	Classification Title: Park Services Aide II											
	Hourly, Bi-Weekly and Monthly Pay Rates											
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	l	l	W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$17.367	\$18.322	\$19.330	\$20.393	\$21.515	\$22.590	\$23.720						
\$1,389.38	\$1,465.79	\$1,546.41	\$1,631.45	\$1,721.18	\$1,807.24	\$1,897.60	68C21	14	PP	9420	J	N
\$3,010	\$3,176	\$3,351	\$3,535	\$3,729	\$3,916	\$4,111						

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

Classificati	ion Title: P	ark Service	es Aide III									
	Hourly	, Bi-Weekl	y and Mont	hly Pay Rat	<u>es</u>							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	WG	EEO	W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$19.191	\$20.247	\$21.360	\$22.535	\$23.774	\$24.963	\$26.211						
\$1,535.29	\$1,619.73	\$1,708.81	\$1,802.78	\$1,901.93	\$1,997.03	\$2,096.88	68C23	14	PP	9420	J	N
\$3,326	\$3,509	\$3,702	\$3,906	\$4,121	\$4,327	\$4,543						

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

Classificati	on Title: R											
	Hourly	, Bi-Weekl	y and Mont	hly Pay Rat	<u>es</u>							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$16.00	\$16.880	\$17.808	\$18.787	\$19.820	\$20.811	\$21.852	0040		Cut			0040
\$1,280.00	350.40	\$1,424.64	\$1,502.96	\$1,585.60	\$1,664.88	\$1,748.16	68C02	14	PP	9420	J	N
\$2,773	\$2,926	\$3,087	\$3,256	\$3,435	\$3,607	\$3,788	,					

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

Classificati	on Title: S	tudent Inte	ern									
	Hourly, Bi-Weekly and Monthly Pay Rates											
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	l	l	W/C*	BU	FLSA
							Code	*	Cat*			Code*
\$16.000						\$32.000						
\$1,280.00						\$2,560.00	90A01	0	Е	8810	J	N
\$2,773						\$5,547						

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

2.	The Human Resources Department is directed to implement the changes in the Advantage
	Human Resources Management (HRM) system.

PASSED AND ADOPTED on this to-wit:	day of	, 2023, by the following vote,
AYES: NOES: ABSENT:		
* * * * * * * * * * * * * * * * * * *	1	the County of Monterey, State of California, riginal 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
	Ву
	, Deputy