

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

Resolution No.: RES 24-199

PPPR Control No. 24-042 )

HRM Control No. 24-041 )

Adopts a Resolution to: )

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A and B to create the classifications of Courier-SB 525, Custodian-SB 525, Senior Custodian-SB 525, Groundskeeper-SB 525, Senior Groundskeeper-SB 525, Grounds Supervisor-SB 525, Office Assistant I-SB 525, Office Assistant II-SB 525, Office Assistant III-SB 525, Principal Office Assistant-SB 525, Supervising Office Assistant I-SB 525, Supervising Office Assistant II-SB 525, Storekeeper-SB 525, Senior Storekeeper-SB 525, Supervising Storekeeper-SB 525, and Student Intern-SB25 to comply with California Senate Bill No. 525, increasing the minimum wage in specified health care facilities to \$21.00 per hour at first step effective January 1, 2025 as indicated in Attachment A; )
- b. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the base wage salary ranges of the Behavioral Health Aide and Cashier to comply with California Senate Bill No. 525, increasing the minimum wage in specified health care facilities to \$21.00 per hour at first step effective January 1, 2025, as indicated in Attachment A; )
- c. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A & B to abolish the classification of Food Service Worker I; retitle the Food Service Worker II to Food Service Worker and adjust the base wage salary range to comply with California Senate Bill No. 525, increasing the minimum wage in specified health care facilities to \$21.00 per hour at first step effective January 1, 2025, as indicated in Attachment A; )
- d. Amend the FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8355-Appropriation Unit NMC001) to reallocate one (1) Data Entry Operator II position to one (1) Office Assistant II position as indicated in Attachment A effective January 1, 2025; and, )
- e. Direct the County Administrative Office and the Auditor-Controller to incorporate the approved position changes into the Fiscal Year 2024-25 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM System. )

**WHEREAS**, on October 13, 2023, Senate Bill No. 525 (SB 525) was signed into law, establishing a multi-tiered statewide minimum wage schedule for healthcare workers employed by covered healthcare facilities; and

**WHEREAS**, the Health Department’s Behavioral Health, Children’s Medical Services and Clinics fall under the “Covered Health Care Facilities run by Medium Sized Counties (250,000 to five million people as of 1/1/23)” category, and Natividad falls under the “Safety Net Hospitals” category; and

**WHEREAS**, currently, the first-step base wage salary rates of ten (10) impacted County classifications fall below the SB 525 health care minimum wage of \$21 per hour effective January 1, 2025; and

**WHEREAS**, the Human Resources Department recommends creating SB 525 specific classifications for those that are utilized in other County departments and are not covered under SB 525; adjusting the base wage salary ranges of the Behavioral Health Aide and Cashier; abolishing the Food Service Worker I; retitling the Food Service Worker II to Food Service

Worker and adjusting the Food Service Worker base wage salary range, to comply with California Senate Bill No. 525; and

**WHEREAS**, a review of the duties performed by the vacant Data Entry Operator II position at NMC concluded they are more appropriately classified as an Office Assistant II and is recommended to be reallocated as such; 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 and B is amended to create the classifications of Courier-SB 525, Custodian-SB 525, Senior Custodian-SB 525, Groundskeeper-SB 525, Senior Groundskeeper-SB 525, Grounds Supervisor-SB 525, Office Assistant I-SB 525, Office Assistant II-SB 525, Office Assistant III-SB 525, Principal Office Assistant-SB 525, Supervising Office Assistant I-SB 525, Supervising Office Assistant II-SB 525, Storekeeper-SB 525, Senior Storekeeper-SB 525, Supervising Storekeeper-SB 525, and Student Intern-SB25 to comply with California Senate Bill No. 525, increasing the minimum wage in specified Health Care facilities to \$21.00/hour at first step effective January 1, 2025 as indicated below:

**Create Senate Bill No. 525 (SB 525) specific classifications with the base wage salary ranges listed below:**

Classification Title: <b>Courier-SB525</b>							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						
\$21.000	\$22.155	\$23.373	\$24.658	\$26.015	\$27.315	\$28.681	70F22	18	OC	9410	J	N
\$1,679.97	\$1,772.36	\$1,869.83	\$1,972.67	\$2,081.16	\$2,185.22	\$2,294.48						
\$3,640	\$3,840	\$4,051	\$4,274	\$4,509	\$4,735	\$4,971						

\*provided for information purposes only

Classification Title: <b>Custodian-SB525</b>							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						
\$21.000	\$22.155	\$23.373	\$24.658	\$26.015	\$27.315	\$28.681	70A23	20	SM	9420	J	N
\$1,679.97	\$1,772.36	\$1,869.83	\$1,972.67	\$2,081.16	\$2,185.22	\$2,294.48						
\$3,640	\$3,840	\$4,051	\$4,274	\$4,509	\$4,735	\$4,971						

\*provided for information purposes only

Classification Title: <b>Senior Custodian-SB525</b>							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						
\$22.752	\$24.004	\$25.324	\$26.717	\$28.186	\$29.595	\$31.075	70A24	19	SM	9043	J	N
\$1,820.19	\$1,920.30	\$2,025.91	\$2,137.33	\$2,254.88	\$2,367.62	\$2,486.00						
\$3,944	\$4,161	\$4,389	\$4,631	\$4,886	\$5,130	\$5,386						

\*provided for information purposes only

Classification Title: <b>Groundskeeper-SB525</b>							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						
\$21.000	\$22.155	\$23.373	\$24.658	\$26.015	\$27.315	\$28.681	70C22	20	SM	9420	J	N
\$1,679.97	\$1,772.36	\$1,869.83	\$1,972.67	\$2,081.16	\$2,185.22	\$2,294.48						
\$3,640	\$3,840	\$4,051	\$4,274	\$4,509	\$4,735	\$4,971						

\*provided for information purposes only

Classification Title: <b>Senior Groundskeeper-SB525</b>							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						
\$26.216	\$27.658	\$29.179	\$30.784	\$32.477	\$34.101	\$35.806	70C23	15	SM	9420	J	N
\$2,097.31	\$2,212.65	\$2,334.34	\$2,462.73	\$2,598.17	\$2,728.08	\$2,864.48						
\$4,544	\$4,794	\$5,058	\$5,336	\$5,629	\$5,911	\$6,206						

\*provided for information purposes only

Classification Title: <b>Grounds Supervisor-SB525</b>							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						
\$30.534	\$32.213	\$33.985	\$35.854	\$37.826	\$39.717	\$41.703	70C81	19	SM	9420	F	N
\$2,442.72	\$2,577.06	\$2,718.79	\$2,868.32	\$3,026.07	\$3,177.37	\$3,336.24						
\$5,293	\$5,584	\$5,891	\$6,215	\$6,556	\$6,884	\$7,229						

\*provided for information purposes only

Classification Title: <b>Office Assistant I-SB525</b>							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						
\$21.000	\$22.155	\$23.373	\$24.658	\$26.015	\$27.315	\$28.681	80E02	18	OC	8810	J	N
\$1,679.97	\$1,772.36	\$1,869.83	\$1,972.67	\$2,081.16	\$2,185.22	\$2,294.48						
\$3,640	\$3,840	\$4,051	\$4,274	\$4,509	\$4,735	\$4,971						

\*provided for information purposes only

Classification Title: <b>Office Assistant II-SB525</b>							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						
\$24.505	\$25.853	\$27.275	\$28.775	\$30.357	\$31.875	\$33.469	80E24	18	OC	8810	J	N
\$1,960.42	\$2,068.24	\$2,181.98	\$2,301.99	\$2,428.59	\$2,550.02	\$2,677.52						
\$4,248	\$4,481	\$4,728	\$4,988	\$5,262	\$5,525	\$5,801						

\*provided for information purposes only

Classification Title: <b>Office Assistant III-SB525</b>							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						
\$26.812	\$28.287	\$29.843	\$31.484	\$33.215	\$34.876	\$36.620	80E25	17	OC	8810	J	N
\$2,144.99	\$2,262.96	\$2,387.41	\$2,518.71	\$2,657.23	\$2,790.10	\$2,929.60						
\$4,647	\$4,903	\$5,173	\$5,457	\$5,757	\$6,045	\$6,347						

\*provided for information purposes only

Classification Title: <b>Principal Office Assistant-SB525</b>							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						
\$29.477	\$31.099	\$32.809	\$34.613	\$36.517	\$38.343	\$40.260	80E85	17	OC	8810	J	N
\$2,358.20	\$2,487.89	\$2,624.72	\$2,769.07	\$2,921.36	\$3,067.43	\$3,220.80						
\$5,109	\$5,390	\$5,687	\$6,000	\$6,330	\$6,646	\$6,978						

\*provided for information purposes only

Classification Title: <b>Supervising Office Assistant I-SB525</b>							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						
\$33.316	\$35.149	\$37.082	\$39.121	\$41.273	\$43.336	\$45.503	80E86	17	OC	8810	F	N
\$2,665.30	\$2,811.89	\$2,966.53	\$3,129.68	\$3,301.81	\$3,466.90	\$3,640.24						
\$5,775	\$6,092	\$6,427	\$6,781	\$7,154	\$7,512	\$7,887						

\*provided for information purposes only

Classification Title: <b>Supervising Office Assistant II-SB525</b>							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						
\$36.171	\$38.160	\$40.259	\$42.473	\$44.809	\$47.050	\$49.402	80E87	17	OC	8810	F	N
\$2,893.68	\$3,052.83	\$3,220.72	\$3,397.85	\$3,584.73	\$3,763.96	\$3,952.16						
\$6,270	\$6,614	\$6,978	\$7,362	\$7,767	\$8,155	\$8,563						

\*provided for information purposes only

Classification Title: <b>Storekeeper-SB525</b>							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						
\$21.000	\$22.155	\$23.373	\$24.658	\$26.015	\$27.315	\$28.681	70F24	18	OC	9420	J	N
\$1,679.97	\$1,772.36	\$1,869.83	\$1,972.67	\$2,081.16	\$2,185.22	\$2,294.48						
\$3,640	\$3,840	\$4,051	\$4,274	\$4,509	\$4,735	\$4,971						

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Classification Title: <b>Senior Storekeeper-SB525</b>							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						
\$23.318	\$24.600	\$25.953	\$27.380	\$28.886	\$30.330	\$31.847	70F84	17	OC	9420	J	N
\$1,865.41	\$1,968.01	\$2,076.24	\$2,190.43	\$2,310.89	\$2,426.44	\$2,547.76						
\$4,042	\$4,264	\$4,499	\$4,746	\$5,007	\$5,257	\$5,520						

\*provided for information purposes only

Classification Title: <b>Supervising Storekeeper-SB525</b>							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						
\$26.278	\$27.723	\$29.248	\$30.856	\$32.553	\$34.181	\$35.890	70F85	17	OC	9420	F	N
\$2,102.23	\$2,217.85	\$2,339.82	\$2,468.50	\$2,604.26	\$2,734.48	\$2,871.20						
\$4,555	\$4,805	\$5,070	\$5,348	\$5,643	\$5,925	\$6,221						

\*provided for information purposes only

Classification Title: <b>Student Intern-SB525</b>							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						
\$21.000						\$33.328	90A02	0	E	8810	J	N
\$1,679.97						\$2,666.24						
\$3,640						\$5,777						

\*provided for information purposes only

- The Personnel Policies and Practices Resolution No. 98-394 Appendix A is amended to adjust the base wage salary ranges of the Behavioral Health Aide and Cashier to comply with California Senate Bill No. 525, increasing the minimum wage in specified Health Care facilities to \$21.00 per hour at first step effective January 1, 2025, as indicated below:

**Adjust Base Wage Salary to \$21.00 per hour at first step as indicated below:**

Classification Title: <b>Behavioral Health Aide</b>							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						
\$21.000	\$22.155	\$23.373	\$24.658	\$26.015	\$27.315	\$28.681	50U16	20	SM	8810	K	N
\$1,679.97	\$1,772.36	\$1,869.83	\$1,972.67	\$2,081.16	\$2,185.22	\$2,294.48						
\$3,640	\$3,840	\$4,051	\$4,274	\$4,509	\$4,735	\$4,971						

\*provided for information purposes only

Classification Title: <b>Cashier</b>							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						
\$21.000	\$22.155	\$23.373	\$24.658	\$26.015	\$27.315	\$28.681	80J19	18	OC	8810	J	N
\$1,679.97	\$1,772.36	\$1,869.83	\$1,972.67	\$2,081.16	\$2,185.22	\$2,294.48						
\$3,640	\$3,840	\$4,051	\$4,274	\$4,509	\$4,735	\$4,971						

\*provided for information purposes only

- The Personnel Policies and Practices Resolution No. 98-394 Appendix A & B is amended to abolish the classification of Food Service Worker I; retitle the Food Service Worker II to Food Service Worker and adjust the base wage salary range to comply with California Senate Bill No. 525, increasing the minimum wage in specified health care facilities to \$21.00 per hour at first step effective January 1, 2025, as indicated below:

**Abolish Classification**

Title	Class Code
Food Service Worker I	70K01

**Retitle Food Service Worker II to Food Service Worker and adjust the base wage salary range to \$21.00 per hour at first step as indicted below:**

Classification Title: <b>Food Service Worker</b>							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						
\$21.000	\$22.155	\$23.373	\$24.658	\$26.015	\$27.315	\$28.681	70K21	20	SM	9043	J	N
\$1,679.97	\$1,772.36	\$1,869.83	\$1,972.67	\$2,081.16	\$2,185.22	\$2,294.48						
\$3,640	\$3,840	\$4,051	\$4,274	\$4,509	\$4,735	\$4,971						

\*provided for information purposes only

- The FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8355-Appropriation Unit NMC001) is amended to reallocate one (1) Data Entry Operator II position to one (1) Office Assistant II position as indicated below effective January 1, 2025 ;

**Reallocate Position**

	Class Code	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	80G21	Data Entry Operator II	0001	(1.0)	0.0
To	80E21	Office Assistant II	0001	1.0	1.0

- The County Administrative Office and the Auditor-Controller are directed to incorporate the approved position changes into the Fiscal Year 2024-25 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this \_\_\_\_\_ day of \_\_\_\_\_, 2024, 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