

NOTICE TO EMPLOYEES

THE FACILITY HAS BEEN ACCEPTED INTO THE WORKFORCE STANDARDS PROGRAM

Assembly Bill (AB) 186 (Chapter 46, Statutes of 2022) authorized Freestanding Skilled Nursing Facilities (SNF) Level-B and Adult Freestanding Subacute Facilities Level-B to participate in the Department of Health Care Services Workforce Standards Program (WSP). This facility has been accepted into the WSP program via the **Basic Wage and Benefits Standard**.

Basic Wage Standard, as outlined in [State Plan Amendment \(SPA\) 24-0004](#).

Employer must pay each worker the hourly wage in each county for class of workers by each calendar year (CY) as listed below tables.

CY 2026 Basic Wage Standards

County	Direct Care Worker	Indirect Care Worker
Alameda	Enter wage	Enter Wage
Alpine	Enter wage	Enter Wage
Amador	Enter wage	Enter Wage
Butte	Enter wage	Enter Wage
Calaveras	Enter wage	Enter Wage
Colusa	Enter wage	Enter Wage
Contra Costa	Enter wage	Enter Wage
Del Norte	Enter wage	Enter Wage
El Dorado	Enter wage	Enter Wage
Fresno	Enter wage	Enter Wage
Glenn	Enter wage	Enter Wage
Humboldt	Enter wage	Enter Wage
Imperial	Enter wage	Enter Wage
Inyo	Enter wage	Enter Wage
Kern	Enter wage	Enter Wage
Kings	Enter wage	Enter Wage
Lake	Enter wage	Enter Wage
Lassen	Enter wage	Enter Wage

County	Direct Care Worker	Indirect Care Worker
Los Angeles	Enter wage	Enter Wage
Madera	Enter wage	Enter Wage
Marin	Enter wage	Enter Wage
Mariposa	Enter wage	Enter Wage
Mendocino	Enter wage	Enter Wage
Merced	Enter wage	Enter Wage
Modoc	Enter wage	Enter Wage
Mono	Enter wage	Enter Wage
Monterey	Enter wage	Enter Wage
Napa	Enter wage	Enter Wage
Nevada	Enter wage	Enter Wage
Orange	Enter wage	Enter Wage
Placer	Enter wage	Enter Wage
Plumas	Enter wage	Enter Wage
Riverside	Enter wage	Enter Wage
Sacramento	Enter wage	Enter Wage
San Benito	Enter wage	Enter Wage
San Bernardino	Enter wage	Enter Wage
San Diego	Enter wage	Enter Wage
San Francisco	Enter wage	Enter Wage
San Joaquin	Enter wage	Enter Wage
San Luis Obispo	Enter wage	Enter Wage
San Mateo	Enter wage	Enter Wage
Santa Barbara	Enter wage	Enter Wage
Santa Clara	Enter wage	Enter Wage
Santa Cruz	Enter wage	Enter Wage
Shasta	Enter wage	Enter Wage
Sierra	Enter wage	Enter Wage
Siskiyou	Enter wage	Enter Wage
Solano	Enter wage	Enter Wage
Sonoma	Enter wage	Enter Wage
Stanislaus	Enter wage	Enter Wage
Sutter	Enter wage	Enter Wage
Tehama	Enter wage	Enter Wage
Trinity	Enter wage	Enter Wage
Tulare	Enter wage	Enter Wage



County	Direct Care Worker	Indirect Care Worker
Tuolumne	Enter wage	Enter Wage
Ventura	Enter wage	Enter Wage
Yolo	Enter wage	Enter Wage
Yuba	Enter wage	Enter Wage

CY 2025 Basic Wage Standards

County	Direct Care Worker	Indirect Care Worker
Alameda	Enter wage	Enter Wage
Alpine	Enter wage	Enter Wage
Amador	Enter wage	Enter Wage
Butte	Enter wage	Enter Wage
Calaveras	Enter wage	Enter Wage
Colusa	Enter wage	Enter Wage
Contra Costa	Enter wage	Enter Wage
Del Norte	Enter wage	Enter Wage
El Dorado	Enter wage	Enter Wage
Fresno	Enter wage	Enter Wage
Glenn	Enter wage	Enter Wage
Humboldt	Enter wage	Enter Wage
Imperial	Enter wage	Enter Wage
Inyo	Enter wage	Enter Wage
Kern	Enter wage	Enter Wage
Kings	Enter wage	Enter Wage
Lake	Enter wage	Enter Wage
Lassen	Enter wage	Enter Wage
Los Angeles	Enter wage	Enter Wage
Madera	Enter wage	Enter Wage
Marin	Enter wage	Enter Wage
Mariposa	Enter wage	Enter Wage
Mendocino	Enter wage	Enter Wage
Merced	Enter wage	Enter Wage
Modoc	Enter wage	Enter Wage
Mono	Enter wage	Enter Wage

County	Direct Care Worker	Indirect Care Worker
Monterey	Enter wage	Enter Wage
Napa	Enter wage	Enter Wage
Nevada	Enter wage	Enter Wage
Orange	Enter wage	Enter Wage
Placer	Enter wage	Enter Wage
Plumas	Enter wage	Enter Wage
Riverside	Enter wage	Enter Wage
Sacramento	Enter wage	Enter Wage
San Benito	Enter wage	Enter Wage
San Bernardino	Enter wage	Enter Wage
San Diego	Enter wage	Enter Wage
San Francisco	Enter wage	Enter Wage
San Joaquin	Enter wage	Enter Wage
San Luis Obispo	Enter wage	Enter Wage
San Mateo	Enter wage	Enter Wage
Santa Barbara	Enter wage	Enter Wage
Santa Clara	Enter wage	Enter Wage
Santa Cruz	Enter wage	Enter Wage
Shasta	Enter wage	Enter Wage
Sierra	Enter wage	Enter Wage
Siskiyou	Enter wage	Enter Wage
Solano	Enter wage	Enter Wage
Sonoma	Enter wage	Enter Wage
Stanislaus	Enter wage	Enter Wage
Sutter	Enter wage	Enter Wage
Tehama	Enter wage	Enter Wage
Trinity	Enter wage	Enter Wage
Tulare	Enter wage	Enter Wage
Tuolumne	Enter wage	Enter Wage
Ventura	Enter wage	Enter Wage
Yolo	Enter wage	Enter Wage
Yuba	Enter wage	Enter Wage

CY 2024 Basic Wage Standards

County	Direct Care Worker	Indirect Care Worker
Alameda	Enter wage	Enter Wage
Alpine	Enter wage	Enter Wage
Amador	Enter wage	Enter Wage
Butte	Enter wage	Enter Wage
Calaveras	Enter wage	Enter Wage
Colusa	Enter wage	Enter Wage
Contra Costa	Enter wage	Enter Wage
Del Norte	Enter wage	Enter Wage
El Dorado	Enter wage	Enter Wage
Fresno	Enter wage	Enter Wage
Glenn	Enter wage	Enter Wage
Humboldt	Enter wage	Enter Wage
Imperial	Enter wage	Enter Wage
Inyo	Enter wage	Enter Wage
Kern	Enter wage	Enter Wage
Kings	Enter wage	Enter Wage
Lake	Enter wage	Enter Wage
Lassen	Enter wage	Enter Wage
Los Angeles	Enter wage	Enter Wage
Madera	Enter wage	Enter Wage
Marin	Enter wage	Enter Wage
Mariposa	Enter wage	Enter Wage
Mendocino	Enter wage	Enter Wage
Merced	Enter wage	Enter Wage
Modoc	Enter wage	Enter Wage
Mono	Enter wage	Enter Wage
Monterey	Enter wage	Enter Wage
Napa	Enter wage	Enter Wage
Nevada	Enter wage	Enter Wage
Orange	Enter wage	Enter Wage
Placer	Enter wage	Enter Wage
Plumas	Enter wage	Enter Wage
Riverside	Enter wage	Enter Wage
Sacramento	Enter wage	Enter Wage

County	Direct Care Worker	Indirect Care Worker
San Benito	Enter wage	Enter Wage
San Bernardino	Enter wage	Enter Wage
San Diego	Enter wage	Enter Wage
San Francisco	Enter wage	Enter Wage
San Joaquin	Enter wage	Enter Wage
San Luis Obispo	Enter wage	Enter Wage
San Mateo	Enter wage	Enter Wage
Santa Barbara	Enter wage	Enter Wage
Santa Clara	Enter wage	Enter Wage
Santa Cruz	Enter wage	Enter Wage
Shasta	Enter wage	Enter Wage
Sierra	Enter wage	Enter Wage
Siskiyou	Enter wage	Enter Wage
Solano	Enter wage	Enter Wage
Sonoma	Enter wage	Enter Wage
Stanislaus	Enter wage	Enter Wage
Sutter	Enter wage	Enter Wage
Tehama	Enter wage	Enter Wage
Trinity	Enter wage	Enter Wage
Tulare	Enter wage	Enter Wage
Tuolumne	Enter wage	Enter Wage
Ventura	Enter wage	Enter Wage
Yolo	Enter wage	Enter Wage
Yuba	Enter wage	Enter Wage

Direct care worker - a worker primarily responsible for any of the following: nursing services, social services, or activities, and other duties related to direct care.

Indirect care worker - a worker primarily responsible for any of the following: housekeeping, laundry and linen, dietary, medical records, in-service education, plant operations, or maintenance, and other duties related to supporting the delivery of patient care.

Standards

Health Benefit Standard

Employer must offer a health benefit to all full-time applicable workers 90 days after the first day of employment, health benefit with an actuarial value of at least 80 percent including all essential health benefits with the lowest cost gross premium. The employer must make a basic contribution to the cost of your premium if you choose to enroll in an employer sponsored plan. The exact amount of the basic contribution is based on the cost of the benchmark plan offered to you. The required amount of the premium contribution from the employer will be the same regardless of the plan you choose. For health benefit years beginning on or after July 1, 2024 if you enroll in a plan where the premium is less than the basic contribution, the employer must provide you a stipend for the difference between the basic contribution and the stipend.

Paid Sick Leave Standard

Employer must provide each applicable worker with paid sick leave at the rate of not less than one hour per every 26 hours worked during the year.

- Accrued paid sick leave may carry over to the following year of employment. However, the employer may limit an applicable worker's total accrued paid sick leave to a total of ten days or 80 hours.
- No accrual or carryover is required, if ten days or 80 hours of paid sick leave is available to the employee at the beginning of each year of employment, calendar year, or 12-month period.

Training and Education Standard

For a rolling 24 months period, employer must provide a certified nursing assistant with paid time and tuition expenses for 48 hours of in-service training that meets the requirements of Health and Safety Code section 1337.6.