# 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](https://www.dhcs.ca.gov/SPA/Documents/CA-24-0004-Approval.pdf).

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 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 |
| 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 |
| 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 worker 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.