

TEHAMA COUNTY HEALTH SERVICES AGENCY



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Interoffice Memo

Date: 6/1/26

To: Coral Ferrin
Personnel Director

From: Jayme Bottke
Executive Director

RE: Proposed New Community Health Worker I/II series and Peer Support Specialist

The Tehama County Health Services Agency (TCHSA) is requesting approval for a new Community Health Worker I/II series and Peer Support Specialist job classifications. The creation of these new class specifications are predicated on the necessity to increase the minimum wages for staff in the health care industry as required by SB 525 that became effective for small counties on January 1, 2025. We have carefully constructed these positions to ensure TCHSA will have needs met well into the future. These classifications will now create the ability for revenue billing.

The Legislation of SB 525 (Chapter 890, Statutes of 2023), SB 828 (Chapter 12, Statutes of 2024), and SB 159 (Chapter 40, Statutes of 2024), added sections 1182.14, 1182.15, and 1182.16 to the Labor Code, increasing the minimum wage for workers of certain health care employers. To receive the higher minimum wage, workers must, (1) work for certain "health care facilities" that are covered in the new law and (2) provide health care services or support the provision of health care.

The health care facilities that are covered include the following:

- A county mental health facility
- Clinics providing Primary Care
- A clinic operated by a city, county, other political subdivision of the State or the University of California.

"Health care services" or "services supporting the provision of health care" mean patient care-related services including nursing; caregiving; services provided by medical residents, interns, or fellows; and services supporting patient care including technical and ancillary services; janitorial work, housekeeping; groundskeeping; guard duties;

business office clerical work; food services; laundry; medical coding and billing; call center and warehouse work; scheduling; and gift shop work.

Health Care Worker Minimum Wage Increases by Type of Health Care Facility Type of Health Care Facility	Full Minimum Wage Schedule
Covered Health Care Facilities run by Small Counties (less than 250,000 people as of 1/1/23)	1/1/25 to 6/30/25: \$18 7/1/25 to 6/30/26: \$18.63 7/1/26 to 6/30/27: \$19.28 7/1/27 to 6/30/28: \$19.95 7/1/28 to 6/30/29: \$20.65 7/1/29 to 6/30/30: \$21.37 7/1/30 to 6/30/31: \$22.12 7/1/31 to 6/30/32: \$22.89 7/1/32 to 6/30/33: \$23.69 7/1/33 to 12/31/34: \$25 1/1/35: adjusted for inflation each year

For more information: [Health Care Worker Minimum Wage Frequently Asked Questions](#)

As part of meeting the requirements of SB 525, we feel this also provides an opportunity to expand the breadth of activities this classification can perform. In recent years, we have seen increasing complexity with the work requirements in healthcare due to working in electronic health records and meeting increasing regulatory burdens. With these new job classifications and qualifications, as stated previously, we will now be able to bill Medi-Cal for their services to generate more revenue for the department. Our goal with this new classification series is to not only provide increased job duties and a salary commensurate to those tasks but also maximize flexibility for future changes imposed by California Department of Health Care Services (DHCS).

TCHSA has had trouble recruiting and retaining Drug and Alcohol Aide and Psychiatric Aide positions and one of the reasons is because of the low pay they receive for the integral functions they fulfill. After reviewing comparable positions in surrounding counties and weighing the internal positioning of these positions, we have developed a recommended rate that meets criteria for SB 525. Our recommendation after looking over the ranges is that the Community Health Worker I would be at range 17, the Community Health Worker II at range 19, and the Peer Support Specialist at range 21 in order to decrease potential impact of the job classifications. These changes will affect nine currently funded positions and two currently unfunded positions which could be flexibly staffed in the future. Four of these positions will be flexibly staffed as Community Health Worker I, Community Health Worker II, or Peer Support Specialist based on need of the department, amount of experience and certifications. The other 5 positions will be Community Health Worker I or II. All current staff will be reclassified into Community Health Worker I or II. A subsequent recruitment will be flown for Peer Support Specialists. The financial impact to TCHSA in making these changes in job

classifications is detailed in Attachment A. These changes will be included in the final budget for FY26/27.

Thank you for your consideration of this proposal.

Attachment A

Action	FTE	Class Specification	Total Cost	Budget Unit #40131		Budget Unit #40171	
				Mental Health FTE	Mental Health Cost	Drug / Alcohol FTE	Drug / Alcohol Cost
Delete	-1.00	Drug and Alcohol Aide	-\$96,337.00	0.00	\$0.00	-1.00	-\$96,337.00
Delete	-8.00	Psych Aide II	-\$647,941.36	-8.00	-\$647,941.36	0.00	\$0.00
Add	3.00	Community Health Worker I	\$256,340.60	3.00	\$256,340.60	0.00	\$0.00
Add	2.00	Community Health Worker II	\$87,040.06	1.00	\$87,040.06	0.00	\$0.00
Add	1.00	Community Health Worker II- Bilingua	\$91,595.34	1.00	\$91,595.34	0.00	\$0.00
Add	3.00	Peer Support Specialist*	\$389,706.20	3.00	\$287,667.16	1.00	\$102,039.04
Totals	0.00		\$80,403.84	0.00	\$74,701.80	0.00	\$5,702.04

* Note: Peer Support Speicalist amount is estimated based on 12 months