



Legislation Details (With Board Report)

**File #:** PAR 23-007      **Name:** Receive a report in response to Board Referral No. 2023.01

**Type:** Preliminary Analysis Report      **Status:** Agenda Ready

**File created:** 2/17/2023      **In control:** Board of Supervisors

**On agenda:** 2/28/2023      **Final action:**

**Title:** Receive a report in response to Board Referral No. 2023.01 to allow each supervisorial office greater opportunity to tailor its staffing to meet the needs of its district’s constituents.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Report, 2. Attachment A, 3. Presentation Item No. 30, 4. Completed Board Order Item No. 30

| Date      | Ver. | Action By            | Action | Result |
|-----------|------|----------------------|--------|--------|
| 2/28/2023 | 1    | Board of Supervisors |        |        |

Receive a report in response to **Board Referral No. 2023.01** to allow each supervisorial office greater opportunity to tailor its staffing to meet the needs of its district’s constituents.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Consider a response to **Board Referral No. 2023.01** requesting the Human Resources Department to provide a recommendation to the Board regarding options for hiring multiple staff in one classification as long as the district office stays within their current budget for salary and benefits.

SUMMARY:

On February 7, 2023, the Human Resources Department provided a preliminary response to Board Referral No.2023.01. The preliminary report included the labor market findings of the County’s comparable agencies and staffing options for the Board to consider. At the end of the presentation, the Board requested for the Human Resources Department to conduct additional labor market research of agencies outside of the County’s comparable to identify additional options for the Board to consider.

Based on this directive, the Human Resources Department has identified the options indicated in Attachment A for Board consideration. The Human Resources Department will present the labor market findings to the Board via a PowerPoint presentation.

FINANCING:

If option #2 is implemented, the salary and benefit increase for the remainder of Fiscal Year 2022-23 is approximately \$100,547.69 (average of \$20,109.54 per office) or \$241,314.45 (\$48,262.89 per office) annually. If option #3 is implemented, salary and benefit increase for the remainder of Fiscal Year 2022-23 is approximately \$354,945.99 (average of \$70,989.20 per office) or \$ 851,870.37 (average of \$170,374.07 per office) annually.

The County Administrative Office Budget Division will be available to answer any budget related questions the

Board may have.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This item further advances the Board of Supervisors administrative strategic initiative in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Attachments:

Attachment A

Board Referral No. 2023.01