

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

Resolution No.: 22-013

PPPR Control No. 22-002)

HRM Control No. 22-001)

Adopts a Resolution to:)

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to retitle the classifications of Director of Information Technology to Chief Information Officer, Chief Security and Privacy Officer to Chief Security Officer, Systems Programmer Analyst I-III to Information Technology Systems Analyst I-III, Network Systems Engineer I-III to Network Services Engineer I-III, Security Analyst I-III to Information Technology Security Engineer I-III, Software Programmer Analyst I-III to Software Engineer I-III, and IT Project Management Analyst I-III to Information Technology Project Manager I-III with the salary ranges as indicated in Attachment A and change the designated bargaining unit of the Information Technology Project Manager III from Unit J to Unit X;)
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to create the classifications of Deputy Chief Information Officer, Information Technology Architect, Vehicle Installation Specialist, and Radio Communications Engineer with the salary ranges as indicated in Attachment A;)
- c. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Section A.10.1 - Department Heads Designated to retitle the Director of Information Technology to Chief Information Officer and A.10.2 - Assistant Department Heads Designated to add the classification of Deputy Chief Information Officer and remove the classification of Assistant Director of Information Technology as indicated in Attachment A;)
- d. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to consolidate the Information Technology Business Manager to Information Technology Manager with the salary range as indicated in Attachment A;)
- e. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to consolidate and retitle the series of Communications Technician I-III, Information Technology Support Technician I-III, Telecommunications Specialist I-IV, and Telecommunications Technician I-III to Information Technology Support Specialist with the salary range as indicated in Attachment A;)
- f. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to abolish the Assistant Director of Information Technology, Division Manager, and Database Administrator I-III classifications;)
- g. Amend the Information Technology Budget Unit 1930-8433-Fund 001-Appropriation Unit INF002 to reallocate and to approve the reclassification of one (1) Division Manager to one (1) Deputy Chief Information Officer as indicated in Attachment A;)
- h. Amend the Information Technology Budget Unit 1930-8436-Fund 001-Appropriation Unit INF002 to reallocate and to approve the reclassification of one (1) Division Manager to one (1) Deputy Chief Information Officer as indicated in Attachment A;)
- i. Amend the Information Technology Budget Unit 1930-8436-Fund 001-Appropriation Unit INF002 to reallocate and to approve the reclassification of one (1) Information Technology Supervisor and one (1) Network Systems Engineer III to two (2) Information Technology Architect as indicated in Attachment A;)
- j. Amend the Information Technology Budget Unit 1930-8436-Fund 001-Appropriation Unit INF002 to reallocate and to approve the reclassification of two (2) Communications Technician III to two (2) Radio Communications Engineer as indicated in Attachment A;)

- k. Amend the Information Technology Budget Unit 1930-8436-Fund 001-Appropriation Unit INF002 to reallocate and to approve the reclassification of two (2) Communications Technician II and one (1) Telecommunications Specialist II to three (3) Information Technology Support Specialist as indicated in Attachment A;
- l. Amend the County Administrative Office – Fleet Administration Budget Unit 1050-8451-Fund 001-Appropriation Unit CAO025 to reallocate one (1) Communications Technician III and one (1) Communications Technician I to two (2) Vehicle Installation Specialist and to approve the reclassification of two (2) Communications Technician I to two (2) Vehicle Installation Specialists as indicated in Attachment A;
- m. Amend the Information Technology Budget Unit 1930-8433-Fund 001-Appropriation Unit INF002 to reallocate one (1) Database Administrator III to one (1) Software Engineer II as indicated in Attachment A;
- n. Amend the Information Technology Budget Unit 1930-8439-Fund 001-Appropriation Unit INF002 to reallocate one (1) Assistant Director of Information Technology to one (1) Information Technology Architect in Budget Unit 1930-8433-Fund 001-Appropriation Unit INF002 as indicated in Attachment A;
- o. Direct the County Administrative Office and the Auditor-Controller to incorporate the approved position changes in the FY 2021-22 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.

WHEREAS, the Human Resources Department contracted with CPS HR Consulting to conduct a comprehensive department wide classification and base wage compensation study of the Information Technology Department’s information technology classifications which also included allocations at Natividad Medical Center and the County Administrative Office’s Fleet Division; and

WHEREAS, it is recommended to retitle, revise, and modernize classifications so that they more accurately reflect the nature of the work assigned; and

WHEREAS, the classification and organizational analysis recommended the creation of the Deputy Chief Information Officer, Information Technology Architect, Vehicle Installation Specialist, and Radio Communications Engineer classifications; and

WHEREAS, it is recommended to amend Personnel Policies and Practices Resolution No. 98-394 Sections A.10.1 - Department Heads Designated and A.10.2 - Assistant Department Heads Designated to reflect the retitle of the Chief Information Officer and the creation of Deputy Chief Information Officer;

WHEREAS, it is recommended to consolidate the Information Technology Business Manager to the Information Technology Manager as the duties and responsibilities of the work assigned are sufficiently similar in scope and complexity; and

WHEREAS, it is recommended to consolidate and retitle the series of Communications Technician I-III, Information Technology Support Technician I-III, Telecommunications Specialist I-IV, and Telecommunications Technician I-III to the single level class of Information Technology Support Specialist as the duties and responsibilities of the work assigned are sufficiently similar in scope and complexity; and

WHEREAS, it is recommended to abolish the Assistant Director of Information Technology, Division Manager, and Database Administrator I-III classifications as they no longer meet the needs of the Information Technology Department; and

WHEREAS, it is recommended to reallocate positions and reclassify incumbents to better reflect the scope and complexity of the duties, knowledge, skills, and abilities; and

WHEREAS, the classification study recommended updating classification specifications to improve the distinguishing characteristics among the different classifications and appropriate Fair Labor Standards Act (FLSA) designation for each classification; and

WHEREAS, CPS HR Consulting conducted a base wage compensation study and found that the benchmark classifications of Chief Information Officer, Chief Security Officer, Deputy Chief Information Officer, Information Technology Architect, Information Technology Manager, Information Technology Project Manager II, Network Services Engineer II, Information Technology Security Engineer II, Software Engineer II, and Information Technology Systems Analyst II are below the market average by more than 5% of the County's comparable agencies; and

WHEREAS, the classification and base wage compensation study was conducted according to current study methodology and it is recommended to implement the recommendations as indicated to bring the salaries of the classifications to labor market and for the titling of these classifications to reflect current information technology industry standards; and

WHEREAS, it is recommended to reallocate one (1) Database Administrator III to one (1) Software Engineer II as the Database Administrator classification series is being abolished; and

WHEREAS, it is recommended to reallocate (1) Assistant Director of Information Technology to one (1) Information Technology Architect as the Assistant Director of Information Technology classification is being abolished; and

WHEREAS, to implement the recommendations, the actions require the Personnel Policies and Practices Resolution No. 98-394 Appendix A and B, and sections A.10.1 - Department Heads Designated and A.10.2 - Assistant Department Heads Designated 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 are amended to retitle the classifications of Director of Information Technology to Chief Information Officer, Chief Security and Privacy Officer to Chief Security Officer, Systems Programmer Analyst I-III to Information Technology Systems Analyst I-III, Network Systems Engineer I-III to Network Services Engineer I-III, Security Analyst I-III to Information Technology Security Engineer I-III, Software Programmer Analyst I-III to Software Engineer I-III, and IT Project Management Analyst I-III to Information Technology Project Manager I-III with the salary ranges as indicated below and the designated bargaining unit of the Information Technology Project Manager III is changed from Unit J to Unit X as indicated below:

Classification Title: Chief Information Officer													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*	
\$89.179	\$94.084	\$99.258	\$104.717	\$110.476	\$116.000	\$121.800	12E18	0	E	8810	Y	E	
\$7,134.34	\$7,526.71	\$7,940.65	\$8,377.37	\$8,838.10	\$9,280.00	\$9,744.00							
\$15,458	\$16,308	\$17,205	\$18,151	\$19,149	\$20,107	\$21,112							

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Classification Title: Chief Security Officer													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*	
\$71.961	\$75.918	\$80.094	\$84.498	\$89.146	\$93.603	\$98.283	14K52	2	OA	8810	X	E	
\$5,756.85	\$6,073.46	\$6,407.48	\$6,759.87	\$7,131.65	\$7,488.23	\$7,862.64							
\$12,473	\$13,159	\$13,883	\$14,646	\$15,452	\$16,224	\$17,036							

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Classification Title: Information Technology Systems Analyst I													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*	
\$36.600	\$38.613	\$40.737	\$42.977	\$45.341	\$47.608	\$49.988	16C53	13	PP	8810	J	N	
\$2,928.01	\$3,089.04	\$3,258.93	\$3,438.16	\$3,627.25	\$3,808.61	\$3,999.04							
\$6,344	\$6,693	\$7,061	\$7,449	\$7,859	\$8,252	\$8,665							

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Classification Title: Information Technology Systems Analyst II													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*	
\$39.070	\$41.218	\$43.485	\$45.877	\$48.400	\$50.820	\$53.361	16C54	3	P	8810	J	N	
\$3,125.58	\$3,297.48	\$3,478.83	\$3,670.15	\$3,872.00	\$4,065.60	\$4,268.88							
\$6,772	\$7,145	\$7,537	\$7,952	\$8,389	\$8,809	\$9,249							

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Classification Title: Information Technology Systems Analyst III													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*	
\$45.378	\$47.874	\$50.507	\$53.284	\$56.215	\$59.026	\$61.977	16C55	3	P	8810	J	E	
\$3,630.25	\$3,829.91	\$4,040.54	\$4,262.76	\$4,497.20	\$4,722.06	\$4,958.16							
\$7,866	\$8,298	\$8,755	\$9,236	\$9,744	\$10,231	\$10,743							

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Classification Title: Network Services Engineer I							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						
\$37.862	\$39.945	\$42.142	\$44.459	\$46.904	\$49.250	\$51.712	41N23	13	PP	8810	J	N
\$3,028.99	\$3,195.58	\$3,371.32	\$3,556.74	\$3,752.35	\$3,939.96	\$4,136.96						
\$6,563	\$6,924	\$7,305	\$7,706	\$8,130	\$8,537	\$8,963						

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Classification Title: Network Services Engineer II							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						
\$40.416	\$42.639	\$44.984	\$47.458	\$50.068	\$52.571	\$55.200	41N24	3	P	8810	J	N
\$3,233.30	\$3,411.12	\$3,598.72	\$3,796.64	\$4,005.44	\$4,205.71	\$4,416.00						
\$7,005	\$7,391	\$7,797	\$8,226	\$8,678	\$9,112	\$9,568						

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Classification Title: Network Services Engineer III							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						
\$46.944	\$49.525	\$52.249	\$55.123	\$58.154	\$61.062	\$64.115	41N25	3	P	8810	J	E
\$3,755.49	\$3,962.03	\$4,179.93	\$4,409.81	\$4,652.34	\$4,884.95	\$5,129.20						
\$8,137	\$8,584	\$9,057	\$9,555	\$10,080	\$10,584	\$11,113						

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Classification Title: Information Technology Security Engineer I							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						
\$42.546	\$44.886	\$47.355	\$49.959	\$52.707	\$55.342	\$58.109	16E23	13	PP	8810	J	N
\$3,403.69	\$3,590.88	\$3,788.37	\$3,996.72	\$4,216.53	\$4,427.35	\$4,648.72						
\$7,375	\$7,780	\$8,208	\$8,660	\$9,136	\$9,593	\$10,072						

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Classification Title: Information Technology Security Engineer II							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						
\$45.416	\$47.914	\$50.549	\$53.329	\$56.262	\$59.075	\$62.029	16E24	3	P	8810	J	N
\$3,633.30	\$3,833.12	\$4,043.93	\$4,266.34	\$4,500.97	\$4,726.02	\$4,962.32						
\$7,872	\$8,305	\$8,762	\$9,244	\$9,752	\$10,240	\$10,752						

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Classification Title: Information Technology Security Engineer III													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*	
\$52.751	\$55.652	\$58.713	\$61.942	\$65.349	\$68.616	\$72.047	16E25	3	P	8810	J	E	
\$4,220.10	\$4,452.19	\$4,697.05	\$4,955.37	\$5,227.90	\$5,489.30	\$5,763.76							
\$9,144	\$9,646	\$10,177	\$10,737	\$11,327	\$11,893	\$12,488							

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Classification Title: Software Engineer I													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*	
\$37.241	\$39.290	\$41.450	\$43.730	\$46.135	\$48.442	\$50.864	16C43	13	PP	8810	J	N	
\$2,979.32	\$3,143.17	\$3,316.04	\$3,498.41	\$3,690.81	\$3,875.35	\$4,069.12							
\$6,455	\$6,810	\$7,185	\$7,580	\$7,997	\$8,397	\$8,816							

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Classification Title: Software Engineer II													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*	
\$39.754	\$41.940	\$44.246	\$46.680	\$49.247	\$51.710	\$54.295	16C44	3	P	8810	J	N	
\$3,180.29	\$3,355.19	\$3,539.72	\$3,734.39	\$3,939.77	\$4,136.76	\$4,343.60							
\$6,891	\$7,270	\$7,669	\$8,091	\$8,536	\$8,963	\$9,411							

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Classification Title: Software Engineer III													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*	
\$46.173	\$48.713	\$51.392	\$54.218	\$57.200	\$60.060	\$63.063	16C45	3	P	8810	J	E	
\$3,693.87	\$3,897.02	\$4,111.34	\$4,337.45	\$4,576.00	\$4,804.80	\$5,045.04							
\$8,003	\$8,444	\$8,908	\$9,398	\$9,915	\$10,410	\$10,931							

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Classification Title: Information Technology Project Manager I													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*	
\$41.256	\$43.525	\$45.919	\$48.444	\$51.108	\$53.664	\$56.347	43G02	13	PP	8810	J	N	
\$3,300.48	\$3,482.00	\$3,673.50	\$3,875.53	\$4,088.67	\$4,293.10	\$4,507.76							
\$7,151	\$7,544	\$7,959	\$8,397	\$8,859	\$9,302	\$9,767							

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Classification Title: Information Technology Project Manager II							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$46,205	\$48,746	\$51,427	\$54,255	\$57,239	\$60,101	\$63,106	43G03	3	P	8810	J	N
\$3,696.38	\$3,899.68	\$4,114.15	\$4,340.41	\$4,579.12	\$4,808.08	\$5,048.48						
\$8,009	\$8,449	\$8,914	\$9,404	\$9,921	\$10,417	\$10,938						

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Classification Title: Information Technology Project Manager III							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$53,666	\$56,618	\$59,732	\$63,017	\$66,483	\$69,807	\$73,297	43G04	3	P	8810	X	E
\$4,293.31	\$4,529.43	\$4,778.54	\$5,041.34	\$5,318.60	\$5,584.53	\$5,863.76						
\$9,302	\$9,814	\$10,354	\$10,923	\$11,524	\$12,100	\$12,705						

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2. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B is amended to create the classifications of Deputy Chief Information Officer, Information Technology Architect, Vehicle Installation Specialist, and Radio Communications Engineer with the salary ranges as indicated below:

Classification Title: Deputy Chief Information Officer							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$73,432	\$77,471	\$81,732	\$86,227	\$90,969	\$95,517	\$100,293	12C43	1	OA	8810	Y	E
\$5,874.58	\$6,197.67	\$6,538.52	\$6,898.12	\$7,277.50	\$7,641.37	\$8,023.44						
\$12,728	\$13,428	\$14,167	\$14,946	\$15,768	\$16,556	\$17,384						

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Classification Title: Information Technology Architect							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$55,506	\$58,559	\$61,780	\$65,177	\$68,762	\$72,200	\$75,810	14P20	3	P	8810	X	E
\$4,440.51	\$4,684.73	\$4,942.37	\$5,214.19	\$5,500.95	\$5,776.00	\$6,064.80						
\$9,621	\$10,150	\$10,708	\$11,297	\$11,919	\$12,515	\$13,140						

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Classification Title: Vehicle Installation Specialist							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$24,925	\$26,296	\$27,742	\$29,267	\$30,877	\$32,421	\$34,042	43L42	14	T	9420	J	N
\$1,993.98	\$2,103.65	\$2,219.34	\$2,341.40	\$2,470.17	\$2,593.68	\$2,723.36						
\$4,320	\$4,558	\$4,809	\$5,073	\$5,352	\$5,620	\$5,901						

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Classification Title: Radio Communications Engineer							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$35.298	\$37.240	\$39.288	\$41.448	\$43.728	\$45.914	\$48.210	43L41	13	T	9420	J	N
\$2,823.86	\$2,979.17	\$3,143.01	\$3,315.87	\$3,498.23	\$3,673.14	\$3,856.80						
\$6,118	\$6,455	\$6,810	\$7,184	\$7,580	\$7,958	\$8,356						

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3. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Section A.10.1 - Department Heads Designated is amended to retitle the Director of Information Technology to Chief Information Officer and A.10.2 - Assistant Department Heads Designated is amended to add the classification of Deputy Chief Information Officer and remove the classification of Assistant Director of Information Technology as indicated below:

A.10.1 Department Heads Designated

The following management classes are hereby designated as department heads:

- 11A01 Administrative Officer
- 11A02 Agricultural Commissioner
- 11B01 Assessor-County Clerk-Recorder
- 10B02 Auditor-Controller
- 10A01 Board of Supervisors Chairman
- 10A02 Board of Supervisors Member
- 12E18 Chief Information Officer
- 11A06 Chief Probation Officer
- 11A30 Clerk of the Board of Supervisors
- 11A04 County Counsel
- 11A26 Director of Child Support Services
- 14A26 Director of Emergency Communications
- 11A09 Director of Health Services
- 11A34 Director of Housing and Community Development
- 11A07 Director of Human Resources
- 11A33 Director of Public Works, Facilities and Parks
- 11A12 Director of Social Services
- 10B04 District Attorney
- 11A31 Economic Development/Workforce Investment Board Director
- 14B25 Equal Opportunity Officer
- 11A15 General Manager - Water Resources Agency
- 11A25 Hospital Chief Executive Officer
- 11A05 Library Director
- 11A18 Public Defender
- 11A20 Registrar of Voters
- 10B05 Sheriff-Coroner

10B06 Treasurer-Tax Collector

60U20 Military & Veteran's Affairs Officer

A.10.2 Assistant Department Heads Designated

The following management classes are hereby designated as assistant department heads:

12C01 Assistant Agricultural Commissioner

12A15 Assistant Assessor-Valuation

12A02 Assistant Auditor-Controller

12C35 Assistant Chief Probation Officer

12E03 Assistant County Administrative Officer

12A05 Assistant County Clerk - Recorder

12C38 Assistant County Counsel

12C05 Assistant Director of Health Services

12C37 Assistant Director of Human Resources

12C23 Assistant Director of Public Works, Facilities and Parks

12C13 Assistant Director of Social Services

12C04 Assistant Library Director

12C11 Assistant Public Defender

12C14 Assistant Registrar of Voters

12A24 Assistant Treasurer-Tax Collector

12E01 Chief Assistant County Administrative Officer

12C39 Chief Assistant County Counsel

12A03 Chief Assistant District Attorney

12A10 Chief Deputy Sheriff

12C43 Deputy Chief Information Officer

12C36 Deputy General Manager - Water Resources Agency

12C42 Emergency Communications Operations Manager

12C29 Hospital Assistant Administrator

14C60 Hospital Chief Financial Officer

14K43 Hospital Chief Information Officer

54B70 Hospital Chief Medical Officer

12C28 Hospital Chief Nursing Officer

12A13 Undersheriff

4. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B is amended to consolidate the Information Technology Business Manager to Information Technology Manager with the salary range as indicated below:

Classification Title: Information Technology Manager							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						
\$54.310	\$57.297	\$60.448	\$63.773	\$67.280	\$70.644	\$74.176	43G01	2	P	8810	X	E
\$4,344.80	\$4,583.75	\$4,835.85	\$5,101.80	\$5,382.39	\$5,651.51	\$5,934.08						
\$9,414	\$9,931	\$10,478	\$11,054	\$11,662	\$12,245	\$12,857						

*provided for information purposes only

5. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B is amended to consolidate and retitle the series of Communications Technician I-III, Information Technology Support Technician I-III, Telecommunications Specialist I-IV, and Telecommunications Technician I-III to Information Technology Support Specialist with the salary range as indicated below:

FROM...

Title	Class Code
Communications Technician I	43L20
Communications Technician II	43L21
Communications Technician III	43L18
Information Technology Support Technician I	43M33
Information Technology Support Technician II	43M34
Information Technology Support Technician III	43M35
Telecommunications Specialist I	43L34
Telecommunications Specialist II	43L23
Telecommunications Specialist III	43L35
Telecommunications Specialist IV	43L36
Telecommunications Technician I	43L24
Telecommunications Technician II	43L25
Telecommunications Technician III	43L28

TO...

Classification Title: Information Technology Support Specialist							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						
\$33.091	\$34.913	\$36.833	\$38.862	\$41.000	\$43.048	\$45.200	43M35	13	T	9420	J	N
\$2,647.28	\$2,793.04	\$2,946.64	\$3,108.96	\$3,280.00	\$3,443.84	\$3,616.00						
\$5,736	\$6,052	\$6,384	\$6,736	\$7,107	\$7,462	\$7,835						

*provided for information purposes only

6. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B is amended to abolish the Assistant Director of Information Technology, Division Manager, and Database Administrator I-III classifications as indicated below:

Abolish Classifications

Title	Class Code
Assistant Director of Information Technology	16C92
Division Manager	14K21
Database Administrator I	16D23

Database Administrator II
 Database Administrator III

16D24
 16D25

7. The Information Technology Budget Unit 1930-8433-Fund 001-Appropriation Unit INF002 is amended to reallocate and to approve the reclassification of one (1) Division Manager to one (1) Deputy Chief Information Officer as indicated below:

**Reallocate Position and Reclassify Incumbent to Deputy Chief Information Officer
 Information Technology Department
 Budget Unit 1930-8433-Fund 001-Appropriation Unit INF002**

	Class Code	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	14K21	Division Manager	0001	(1.0)	0.0
To	12C43	Deputy Chief Information Officer	0001	1.0	1.0

8. The Information Technology Budget Unit 1930-8436-Fund 001-Appropriation Unit INF002 is amended to reallocate and to approve the reclassification of one (1) Division Manager to one (1) Deputy Chief Information Officer as indicated below:

**Reallocate Position and Reclassify Incumbent to Deputy Chief Information Officer
 Information Technology Department
 Budget Unit 1930-8436-Fund 001-Appropriation Unit INF002**

	Class Code	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	14K21	Division Manager	0001	(1.0)	0.0
To	12C43	Deputy Chief Information Officer	0002	1.0	1.0

9. The Information Technology Budget Unit 1930-8436-Fund 001-Appropriation Unit INF002 is amended to reallocate and to approve the reclassification of one (1) Information Technology Supervisor and one (1) Network Systems Engineer III to two (2) Information Technology Architects as indicated below:

**Reallocate Positions and Reclassify Incumbents to Information Technology Architect
 Information Technology Department
 Budget Unit 1930-8436-Fund 001-Appropriation Unit INF002**

	Class Code	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	16C23	Information Technology Supervisor	0001	(1.0)	0.0
From	41N25	Network Systems Engineer III	0003	(1.0)	0.0
To	14P20	Information Technology Architect	0001 0002	2.0	2.0

10. The Information Technology Budget Unit 1930-8436-Fund 001-Appropriation Unit INF002 is amended to reallocate and to approve the reclassification of two (2) Communications Technician III to two (2) Radio Communications Engineers as indicated below:

Reallocate Positions and Reclassify Incumbents to Radio Communications Engineer

Information Technology Department

Budget Unit 1930-8436-Fund 001-Appropriation Unit INF002

	Class Code	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	43L18	Communications Technician III	0001	(1.0)	0.0
From	43L18	Communications Technician III	0003	(1.0)	0.0
To	43L41	Radio Communications Engineer	0001 0002	2.0	2.0

11. The Information Technology Budget Unit 1930-8436-Fund 001-Appropriation Unit INF002 is amended to reallocate and to approve the reclassification of two (2) Communications Technician II and one (1) Telecommunications Specialist II to three (3) Information Technology Support Specialists as indicated below:

Reallocate Positions and Reclassify Incumbents to Information Technology Support Specialist

Information Technology Department

Budget Unit 1930-8436-Fund 001-Appropriation Unit INF002

	Class Code	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	43L21	Communications Technician II	0002	(1.0)	0.0
From	43L21	Communications Technician II	0005	(1.0)	0.0
From	43L25	Telecommunications Specialist II	0001	(1.0)	0.0
To	43M35	Information Technology Support Specialist	0001 0002 0003	3.0	3.0

12. The County Administrative Office – Fleet Administration Budget Unit 1050-8451-Fund 001-Appropriation Unit CAO025 is amended to reallocate one (1) Communications Technician III and one (1) Communications Technician I to two (2) Vehicle Installation Specialist and to approve the reclassification of two (2) Communications Technician I to two (2) Vehicle Installation Specialists as indicated below:

Reallocate Positions and Reclassify Incumbents to Vehicle Installation Specialist

County Administrative Office – Fleet Administration

Budget Unit 1050-8451-Fund 001-Appropriation Unit CAO025

	Class Code	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	43L18	Communications Technician III	0001	(1.0)	0.0
From	43L20	Communications Technician I	0001	(1.0)	0.0
To	43L42	Vehicle Installation Specialist	0001 0002	2.0	2.0

13. The Information Technology Budget Unit 1930-8433-Fund 001-Appropriation Unit INF002 is amended to reallocate one (1) Database Administrator III to one (1) Software Engineer II as indicated below:

**Reallocate Position to Software Engineer II
Information Technology Department
Budget Unit 1930-8433-Fund 001-Appropriation Unit INF002**

	Class Code	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	16D25	Database Administrator III	0001	(1.0)	0.0
To	16C44	Software Engineer II	0006	1.0	6.0

14. The Information Technology Budget Unit 1930-8439-Fund 001-Appropriation Unit INF002 is amended to reallocate one (1) Assistant Director of Information Technology to one (1) Information Technology Architect in Budget Unit 1930-8433-Fund 001-Appropriation Unit INF002 as indicated below:

**Reallocate Position to Information Technology Architect
Information Technology Department
Budget Unit 1930-8439-Fund 001-Appropriation Unit INF002**

	Class Code	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	16C92	Assistant Director of Information Technology	0001	(1.0)	0.0
Budget Unit 1930-8433-Fund 001-Appropriation Unit INF002					
To	14P20	Information Technology Architect	0001	1.0	1.0

15. The County Administrative Office and the Auditor-Controller are directed to incorporate the approved position changes in the FY 2021-22 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this 11th day of January 2022, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Askew and Adams

NOES: None

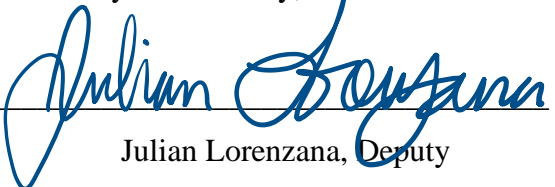
ABSENT: None

(Government Code 54953)

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 82 for the meeting January 11, 2022.

Date Revised: January 24, 2022
File ID: RES 22-001 Agenda
Item No.: 60

Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California


Julian Lorenzana, Deputy