

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

Resolution No.: PPPR Control No. 22-020 )  
 HRM Control No. 22-018 )  
 Adopts a Resolution to: )  
 a. Support amending Personnel Policies and Practices Resolution (PPPR) No. 98-394 )  
 Appendix A to adjust the base wage salary range of the Assistant Director of Health )  
 Services classification as indicated in Attachment A; )  
 b. Support directing the Human Resources Department to implement the changes in the )  
 Advantage HRM system. )

WHEREAS, a base wage compensation study of the Assistant Director of Health Services position was requested by the Health Department; and

WHEREAS, the Human Resources Department conducted a base wage compensation analysis which found that the based on the duties performed, the salary of the benchmark classification of the Assistant Director of Health Services was matched to six (6) of the nine (9) comparable agencies and is approximately 12.05% below the salary mean of the comparable agency's classifications;

WHEREAS, the Human Resources Department recommends adjusting the base wage salary of the Assistant Director of Health Services classification by approximately 12.05% at top step in order to align with the labor market average; and

WHEREAS, to implement the recommendations, the actions require the Personnel Policies and Practices Resolution No. 98-394 Appendix A to be amended; NOW, THEREFORE,

BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

1. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the base wage salary range of the Assistant Director of Health Services classification as indicated below:

Classification Title: Assistant Director of Health Services							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						
\$71.157	\$75.071	\$79.200	\$83.555	\$88.151	\$92.558	\$97.186	12C05	1	OA	8810	Y	E
\$5,692.59	\$6,005.67	\$6,335.96	\$6,684.42	\$7,052.05	\$7,404.65	\$7,774.88						
\$12,334	\$13,012	\$13,728	\$14,483	\$15,279	\$16,043	\$16,846						

2. The Human Resources Department is directed to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this \_\_\_\_\_ day of \_\_\_\_\_, 2022, by the following vote, to-wit:

AYES:  
NOES:

ABSENT:

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 \_\_\_ for the meeting on \_\_\_\_\_.

Dated:

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

By \_\_\_\_\_  
, Deputy