

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

**Resolution No.: 22-258**

PPPR Control No. 22-023 )

HRM Control No. 22-021 )

Adopt a Resolution to: )

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary range for the classification of Military & Veterans Affairs Officer as indicated in Attachment A; and )
- b. Direct the County of Monterey Human Resources Department to implement the changes in the Advantage HRM System )

**WHEREAS**, the Department of Social Services requested the Human Resources Department to conduct a base wage compensation study for the classification of Military & Veterans Affairs Officer; and

**WHEREAS**, the Human Resources Department completed the base wage compensation study and found there were insufficient matches in the labor market to analyze and determine a base wage comparison; and

**WHEREAS**, The County’s Compensation Philosophy states that in the absence of sufficient external data comparisons, the County will use internal comparisons to set base wages for classifications; and

**WHEREAS**, The Human Resources Department recommends a base wage increase of approximately 13% at top step for the Military & Veterans Affairs Officer classification based on the internal analysis; and

**WHEREAS**, this action requires the Personnel Policies and Practices Resolution No. 98-394 Appendix A to be amended;

**NOW, THEREFORE**, the Monterey County Board of Supervisors hereby resolved to approve the following:

1. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary range for the classification of Military & Veterans Affairs Officer as indicated below:

**Adjust Salary Range**

Classification Title: <b>Military &amp; Veterans Affairs Officer</b>							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						
\$59.684	\$62.967	\$66.430	\$70.083	\$73.937	\$77.634	\$81.516	60U20	0	E	8810	Y	E
\$4,774.74	\$5,037.33	\$5,314.37	\$5,606.65	\$5,914.99	\$6,210.74	\$6,521.28						
\$10,345	\$10,914	\$11,514	\$12,148	\$12,816	\$13,457	\$14,129						

\*provided for information purposes only

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

**PASSED AND ADOPTED** on this 12<sup>th</sup> day of July 2022, by roll call vote:

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

NOES: None

ABSENT: None

(Government Code 54953)

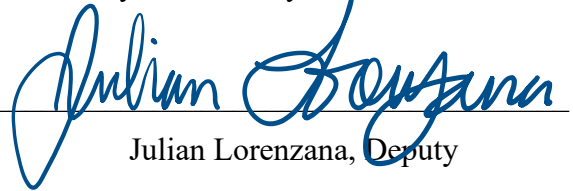
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting July 12, 2022.

Dated: July 15, 2022

File ID: RES 22-136

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

  
Julian Lorenzana, Deputy