



Monterey County Board of Supervisors

Board Order

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A motion was made by Supervisor Jane Parker, seconded by Supervisor John M. Phillips to:

Adopt Resolution No. 20-005 to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary range of the classification of Environmental Health Specialist I as indicated in Attachment A, effective January 4, 2020; and
- b. Authorize the County Administrative Office and the Auditor-Controller to incorporate the approved changes in the FY2019-20 Adopted budget; and
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this 7th day of January 2020, by the following vote, to wit:

Roll Call Vote (Supervisor Alejo attendance via teleconference)

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

NOES: None

ABSENT: None

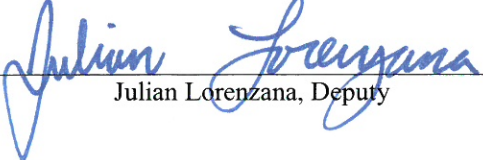
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting January 7, 2020.

Dated: January 10, 2020

File ID: 19-1923

Agenda Item No.: 25

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


Julian Lorenzana, Deputy

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

Resolution No.: 20-005

PPPR Control No. 20-001
HRM Control No. 20-001

Adopts a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary range of the classification of Environmental Health Specialist I as indicated below, effective January 4, 2020; and)
- b. Authorize the County Administrative Office and the Auditor-Controller to incorporate the approved changes in the FY2019-20 Adopted budget; and)
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM system.....)

WHEREAS, the Environmental Health Specialist I classification is critical to the delivery of environmental health services in the County of Monterey and to the oversight and regulation of public environmental health within the County of Monterey; and

WHEREAS, a wage study was requested and completed of the Environmental Health Specialist class series due to difficulty in recruiting, hiring and retaining incumbents; and

WHEREAS, the findings of the compensation study found the Environmental Health Specialist I entry level classification to be 10.71% below market; and

WHEREAS, the Human Resources Department and Health Department agree to bring the salary of the Environmental Health Specialist I to the market average; and

WHEREAS, the actions require the Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary range of the classification of Environmental Health Specialist I as indicated below, effective January 4, 2020;

NOW THEREFORE, BE IT RESOLVED THAT, 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 salary range of the classification of Environmental Health Specialist I as indicated below, effective January 4, 2020; and

Classification Title: Environmental Health Specialist I							Class Code	W G *	EE O Cat*	W/C *	B U	FLSA Code *
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
25.928	27.354	28.858	30.445	32.120	33.726	35.412	30J11	14	PP	9410	H	N
2074.23	2188.31	2308.66	2435.63	2569.58	2698.06	2832.96						
4494	4741	5002	5277	5567	5846	6138						

*provided for information purposes only

2. The County Administrative Office and the Auditor-Controller are authorized to incorporate the approved changes in the FY2019-20 Adopted budget; and
3. The Human Resources Department is directed to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this 7th day of January 2020, by the following vote, to wit:

Roll Call Vote (Supervisor Alejo attendance via teleconference)

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

NOES: None

ABSENT: None

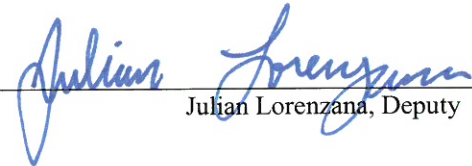
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting January 7, 2020.

Dated: January 9, 2020

File ID: 19-1923

Agenda Item No.: 25

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



Julian Lorenzana, Deputy