

..Title

Adopt a Resolution to:

- a. Amend the Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classification of Sustainability Program Manager with the salary range as indicated in Attachment A;
- b. Amend the FY 2023-24 County Administrative Office Adopted Budget (Fund 001-Dept. 1050-Unit 8587-Appropriation Unit CAO004) to reallocate one (1) 1.0 FTE Management Analyst III to one (1) 1.0 FTE Sustainability Program Manager as indicated in Attachment A;
- c. Direct the County Administrative Office and the Auditor-Controller to incorporate the approved position changes in the FY 2023-24 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM System.

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors adopts a Resolution to:

- a. Amend the Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classification of Sustainability Program Manager with the salary range as indicated in Attachment A;
- b. Amend the FY 2023-24 County Administrative Office Adopted Budget (Fund 001-Dept. 1050-Unit 8587-Appropriation Unit CAO004) to reallocate one (1) 1.0 FTE Management Analyst III to one (1) 1.0 FTE Sustainability Program Manager as indicated in Attachment A;
- c. Direct the County Administrative Office and the Auditor-Controller to incorporate the approved position changes in the FY 2023-24 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

The Human Resources Department completed a classification and base wage compensation study of one (1) Management Analyst III position that oversees the County's Sustainability Program within the County Administrative Office's Intergovernmental and Legislative Affairs (IGLA) Division. The objective of the study was to determine if the position is appropriately classified, and if not, to recommend a classification and base wage salary that accurately reflects the duties and responsibilities currently assigned to the incumbent.

The classification study found that the Management Analyst III incumbent manages the development of the Climate Action plan which is required by the County's General Plan; coordinates the County's sustainability compliance related to federal, state, and local legislation changes; develops policies for climate action and sustainability; writes, manages, and implements grants; and supervises one Management Analyst I incumbent. The analysis indicates that the Management Analyst III classification does not accurately reflect the duties and responsibilities that the incumbent is performing and there is currently no other Monterey County classification that encompasses the scope of work, complexity, and consequence of error of this position. As such, it is determined that there is a need to create a new classification of Sustainability Program Manager.

To establish a salary for this new classification, the Human Resources Department completed a base wage compensation study and found that the job duties and responsibilities of the IGLA Management Analyst III position were matched to four (4) of the ten (10) market comparable

agencies: The Counties of Alameda, Santa Clara, Santa Cruz, and the City of Monterey. After a thorough review and analysis of available data, no comparable matches were identified at the Counties of Contra Costa, San Benito, San Luis Obispo, San Mateo, Sonoma, and the City of Salinas. The base wage compensation survey mean at top monthly step is approximately \$12,333.

The County Compensation Philosophy requires a minimum of three (3) benchmark classification matches with our comparable agencies in order to provide sufficient data for analyzing and determining a base wage comparison. As a result, there is sufficient data to help support creating the new classification of Sustainability Program Manager with a top monthly salary of approximately \$12,333 and reallocating the Management Analyst III position to Sustainability Program Manager.

In accordance with the County's Compensation Philosophy, the County of Monterey is committed to providing its employees with competitive compensation in order to attract and retain the highest quality employees to serve the community. Therefore, the Human Resources Department recommends that the Board of Supervisors Budget Committee support the recommended actions to ensure that the future incumbent is compensated commensurate to the position.

OTHER AGENCY INVOLVEMENT:

The Board of Supervisors Budget Committee and County Administrative Office have reviewed and concur with the recommendations. In addition, the County Employee Management Association (CEMA) has been provided notice of these recommendations.

FINANCING:

The position of Sustainability Manager will replace the Management Analyst III position that is currently vacant. The Management Analyst III position is a full-time position with an annual salary range of \$85,546 to \$116,848 and is fully funded in the FY 23-24 budget. The Sustainability Manager position would be a full-time position with an annual salary range of \$108,360 - \$147,996, resulting in annualized maximum salary increase of \$31,148 (a 26.7% increase). Adding payroll related benefits, the total cost increase is \$39,508 (a 21.8% increase). The additional total cost will be absorbed within the Department's FY 2023-24 adopted budget by immediate salary savings due to current vacancies. In future fiscal years, this cost increase will either result in the department's need for higher General Fund Contribution -or the need to absorb this additional cost within its annual budget.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

- Economic Development
- Administration
- Health & Human Services

— Infrastructure
— Public Safety

Prepared By: Jovany Luna Correa, Senior Personnel Analyst, 755-5395

Approved By: Irma Ramirez-Bough, Director of Human Resources, 755-5043

Attachments:

Attachment A

Attachment B

Resolution