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

Re	solution No.: PPPR Control No. 25-008
	HRM Control No. 25-009
Αc	opts a Resolution to:
a.	Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A
	and B to adjust the salary ranges of the Child Support Officer I, II & III, Supervising
	Child Support Officer, Child Support Performance Specialist, Corrections Specialist,
	Senior Corrections Specialist, Management Analyst I, II & III, Community Affiliation
	Manager, Sheriff's Commander, Storekeeper-SB 525, Senior Storekeeper-SB 525 and
	Supervising Storekeeper-SB525 effective the first full pay period following July 1,
	2025, as indicated in Attachment A;
b.	Direct the Human Resources Department and the Auditor Controller's Office to
	implement the changes in the Advantage Human Resources Management (HRM)
	System.

WHEREAS, the Human Resources Department contracted with independent consulting firms Management Strategies Group, a consulting division of Sloan Sakai Yeung & Wong LLP and Regional Government Services (RGS) to conduct multiple base wage studies in addition to conducting several studies internally; and

WHEREAS, the results of the base wage studies determined that multiple classifications/series were below the market of the County's comparable agencies; and

WHEREAS, the Human Resources Department received several appeals from labor groups regarding the results of the base wage compensation recommendations; and

WHEREAS, the implementation of the base wage compensation studies for the classifications/series under appeal was delayed until the appeal process could be completed and the appeals for the classifications/series listed in Attachment A have now been resolved; and

WHEREAS, the County desires to implement the base wage studies with a phased four (4) year implementation effective the first full pay period following July 1, 2025, as indicated in Attachment A; and

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

NOW, THEREFORE, BE IT RESOLVED, by the Board of Supervisors in and for the County of Monterey, that Appendix A and B of the Personnel Policies and Practices Resolution (PPPR) No. 98-394 are amended to adjust the salary ranges of the Child Support Officer I, II & III, Supervising Child Support Officer, Child Support Performance Specialist, Corrections Specialist, Senior Corrections Specialist, Management Analyst I, II & III, Community Affiliation Manager, Sheriff's Commander, Storekeeper-SB 525, Senior Storekeeper-SB 525 and Supervising Storekeeper-SB525 classifications/series effective the first full pay period following July 1, 2025, as follows:

CODE TITLE Section Sec	CLASS	CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
OFFICER I \$21.960 \$23.168 \$24.442 \$25.786 \$27.205 \$28.565 \$29.993 25C23	CODE	TITLE							
Section Sect	25C20	CHILD SUPPORT							
OFFICER II		OFFICER I	\$21.960	\$23.168	\$24.442	\$25.786	\$27.205	\$28.565	\$29.993
25C24	25C23	CHILD SUPPORT							
OFFICER III \$28.839 \$30.425 \$32.098 \$33.864 \$35.726 \$37.512 \$39.388		OFFICER II	\$26.694	\$28.162	\$29.711	\$31.345	\$33.068	\$34.722	\$36.458
SUPERVISING	25C24								
CHILD SUPPORT OFFICER		OFFICER III	\$28.839	\$30.425	\$32.098	\$33.864	\$35.726	\$37.512	\$39.388
OFFICER	25C81								
CHILD SUPPORT PERFORMANCE S32.102 S33.868 S35.730 S37.696 S39.769 S41.757 S43.845			\$32.102	\$33.868	\$35.730	\$37.696	\$39.769	\$41.757	\$43.845
PERFORMANCE S32.102 S33.868 S35.730 S37.696 S39.769 S41.757 S43.845									
SPECIALIST	25C82								
80I07 CORRECTIONS SPECIALIST \$24.372 \$25.712 \$27.126 \$28.618 \$30.192 \$31.702 \$33.287 80I08 SENIOR CORRECTIONS SPECIALIST \$26.122 \$27.559 \$29.074 \$30.673 \$32.360 \$33.978 \$35.677 14G02 MANAGEMENT ANALYST I \$35.965 \$37.943 \$40.030 \$42.232 \$44.554 \$46.782 \$49.121 14C30 MANAGEMENT ANALYST III \$41.353 \$43.628 \$46.027 \$48.558 \$51.229 \$53.790 \$56.480 60X01 COMMUNITY AFFILIATION MANAGER \$46.818 \$49.393 \$52.110 \$54.976 \$57.999 \$60.899 \$63.944 70F84 SENIOR STOREKEEPER-SB 525 \$24.297 \$25.634 \$27.043 \$28.531 \$30.100 \$31.605 \$33.185 70F85 SUPERVISING STOREKEEPER-SB \$21.882 \$23.085 \$24.355 \$25.694 \$27.107 \$28.463 \$29.886			\$32.102	\$33.868	\$35.730	\$37.696	\$39.769	\$41.757	\$43.845
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BE IT FURTHER RESOLVED, that the Board of Supervisors in and for the County of Monterey hereby directs the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

PASSED AND ADOPTED on this to-wit:	day of	, 2025, by the following vote
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
	Ву
	, Deputy