

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

Resolution No.: 14-098

PPPR Control No. 14-006)
HRM Control No. 14-006)

Adopted Resolution 14-098 to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A to create, re-title, amend salary ranges, and abolish classifications to effectuate the changes due to the reorganization in the Resource Management Agency as indicated;
- b. Amend the Resource Management Agency's, Budget Unit 8170-Building Services; Budget Unit 8172-Planning; and Budget Unit 8222-Administration to approve reallocations and reclassifications as indicated by position numbers;
- c. Authorize a one-time waiver of new probationary period requirement for incumbents who are reclassified to positions represented in Units J and F.
- d. Authorize the Auditor Controller to incorporate the approved changes in the Fiscal Year 2013-14 Adopted Budget and direct the County Administrative Office to incorporate the approved position changes in the FY 2013-14 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.

WHEREAS, The Resource Management Agency the County of Monterey contracted with Cooperative Personnel Services to conduct an organizational review and classification study of positions in the Agency; and

WHEREAS, the organizational review and classification study determined the creation, reallocations, reclassifications, salary range amendments and abolishing classifications, as indicated, to more accurately reflect the nature and scope of work performed by the incumbent positions and to meet the organizational needs of the Resource Management Agency;

NOW, THEREFORE, the Monterey County Board of Supervisors, effective April 19, 2014, hereby resolved to approve the following:

- a. Amended Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A to create, re-title, amend salary ranges, and abolish classifications to effectuate the changes due to the reorganization in the Resource Management Agency as indicated;

Create Classifications

Classification Title: Permit Technician I							Class Code	WG *	EEO 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						
\$20.228	\$21.338	\$22.508	\$23.743	\$25.045	\$26.297	\$27.612	43C10	13	T	8810	J	N
\$1,618.24	\$1,707.00	\$1,800.64	\$1,899.41	\$2,003.59	\$2,103.77	\$2,208.96						
\$3,506	\$3,699	\$3,901	\$4,115	\$4,341	\$4,558	\$4,786						

*provided for information purposes only

<u>Classification Title:</u> Permit Technician II							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$22.324 \$1,785.92 \$3,869	\$23.548 \$1,883.88 \$4,082	\$24.840 \$1,987.21 \$4,306	\$26.203 \$2,096.22 \$4,542	\$27.640 \$2,211.20 \$4,791	\$29.022 \$2,321.76 \$5,030	\$30.473 \$2,437.85 \$5,282						

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<u>Classification Title:</u> Permit Technician III							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$24.556 \$1,964.44 \$4,256	\$25.902 \$2,072.19 \$4,490	\$27.323 \$2,185.86 \$4,736	\$28.822 \$2,305.76 \$4,996	\$30.403 \$2,432.23 \$5,270	\$31.923 \$2,553.85 \$5,533	\$33.519 \$2,681.54 \$5,810						

**Re-title Classifications and Amend Salary Ranges
FROM:**

<u>Classification Title:</u> Planning and Building Services Manager							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$37.904 \$3,032.29 \$6,570	\$39.983 \$3,198.62 \$6,930	\$42.176 \$3,374.07 \$7,310	\$44.489 \$3,559.15 \$7,711	\$46.930 \$3,754.38 \$8,134	\$49.276 \$3,942.10 \$8,541	\$51.740 \$4,139.20 \$8,968						

*provided for information purposes only

TO:

<u>Classification Title:</u> RMA Services Manager							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$38.756 \$3,100.51 \$6,718	\$40.882 \$3,270.58 \$7,086	\$43.125 \$3,449.98 \$7,475	\$45.490 \$3,639.22 \$7,885	\$47.985 \$3,838.84 \$8,317	\$50.385 \$4,030.78 \$8,733	\$52.904 \$4,232.32 \$9,170						

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FROM:

<u>Classification Title:</u> Code Enforcement Officer I							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$21.614 \$1,729.12 \$3,746	\$22.800 \$1,823.97 \$3,952	\$24.050 \$1,924.02 \$4,169	\$25.369 \$2,029.55 \$4,397	\$26.761 \$2,140.88 \$4,639	\$28.099 \$2,247.92 \$4,871	\$29.504 \$2,360.32 \$5,114						

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TO:

<u>Classification Title:</u> Code Compliance Inspector I												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
\$22.180	\$23.397	\$24.680	\$26.034	\$27.462	\$28.835	\$30.277	34P25	14	T	9410	J	N
\$1,774.42	\$1,871.76	\$1,974.43	\$2,082.73	\$2,196.97	\$2,306.82	\$2,422.16						
\$3,845	\$4,055	\$4,278	\$4,513	\$4,760	\$4,998	\$5,248						

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FROM:

<u>Classification Title:</u> Code Enforcement Officer II												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
\$25.232	\$26.616	\$28.075	\$29.615	\$31.240	\$32.802	\$34.442	34P26	14	T	9410	J	N
\$2,018.52	\$2,129.24	\$2,246.03	\$2,369.23	\$2,499.19	\$2,624.15	\$2,755.36						
\$4,373	\$4,613	\$4,866	\$5,133	\$5,415	\$5,686	\$5,970						

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TO:

<u>Classification Title:</u> Code Compliance Inspector II												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
\$25.891	\$27.311	\$28.809	\$30.389	\$32.056	\$33.659	\$35.342	34P26	14	T	9410	J	N
\$2,071.27	\$2,184.88	\$2,304.73	\$2,431.15	\$2,564.50	\$2,692.72	\$2,827.36						
\$4,488	\$4,734	\$4,994	\$5,267	\$5,556	\$5,834	\$6,126						

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Amend Salary Ranges

<u>Classification Title:</u> Building Inspector Supervisor												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
\$32.658	\$34.449	\$36.339	\$38.332	\$40.434	\$42.456	\$44.579	30D24	13	T	9410	F	N
\$2,612.61	\$2,755.92	\$2,907.09	\$3,066.55	\$3,234.76	\$3,396.50	\$3,566.32						
\$5,661	\$5,971	\$6,299	\$6,644	\$7,009	\$7,359	\$7,727						

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<u>Classification Title:</u> Senior Building Inspector												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
\$28.900	\$30.486	\$32.158	\$33.922	\$35.782	\$37.571	\$39.450	30D22	14	J	9410	J	N
\$2,312.02	\$2,438.84	\$2,572.62	\$2,713.73	\$2,862.59	\$3,005.71	\$3,156.00						
\$5,009	\$5,284	\$5,574	\$5,880	\$6,202	\$6,512	\$6,838						

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<u>Classification Title:</u> Building Inspector II												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
\$26.884	\$28.359	\$29.914	\$31.555	\$33.286	\$34.950	\$36.698	30D21	14	T	9410	J	N
\$2,150.74	\$2,268.71	\$2,393.15	\$2,524.42	\$2,662.89	\$2,796.04	\$2,935.84						
\$4,660	\$4,916	\$5,185	\$5,470	\$5,770	\$6,058	\$6,361						

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<u>Classification Title:</u> Building Inspector I												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
\$23.030	\$24.293	\$25.626	\$27.032	\$28.514	\$29.940	\$31.437	30D01	14	T	9410	J	N
\$1,842.41	\$1,943.47	\$2,050.07	\$2,162.52	\$2,281.14	\$2,395.20	\$2,514.96						
\$3,992	\$4,211	\$4,442	\$4,685	\$4,942	\$5,190	\$5,449						

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Abolish Classification

<u>Classification Title:</u> Land Use Technician												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
\$18.512	\$19.527	\$20.598	\$21.728	\$22.920	\$24.066	\$25.269	34C01	13	T	8810	J	N
\$1,480.92	\$1,562.16	\$1,647.84	\$1,738.23	\$1,833.58	\$1,925.26	\$2,021.52						
\$3,209	\$3,385	\$3,570	\$3,766	\$3,973	\$4,171	\$4,380						

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- b. Amended the Resource Management Agency's, Budget Unit 8170-Building Services; Budget Unit 8172-Planning; and Budget Unit 8222-Administration to approve reallocations and reclassifications as indicated;

**Resources Management Agency 3000 – Unit 8170-Building Services
Reallocate positions and Reclassify Incumbents**

From/To		Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	80E21	Office Assistant II	0004	(1.0)	3.0
To	43C10	Permit Technician I	0001	1.0	1.0
From	80J21	Account Clerk	0002	(1.0)	1.0
To	80E21	Office Assistant II	0001	1.0	4.0
From	80E22	Office Assistant III	0001	(1.0)	1.0

To	80E21	Office Assistant II	0003	1.0	5.0
From	43C01	Land Use Technician	0001 0005	(2.0)	0.0
To	80E21 14G02	Office Assistant II Management Analyst I	0004 0001	1.0 1.0	6.0 1.0
From	34P01	Grading Inspector	0001 0003 0004	(3.0)	1.0
To	34P26 14G02 30D21	Code Compliance Inspector II Management Analyst I Building Inspector II	0001 0002 0002 0004	1.0 1.0 1.0	1.0 2.0 4.0
From	30D24	Building Inspector Supervisor	0002	(1.0)	1.0
To	30D22	Senior Building Inspector	0001 0002	1.0	2.0

Resources Management Agency 3000 – Unit 8172 – Planning Department
Reallocate positions and Reclassify Incumbents

From/To		Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	43C01	Land Use Technician	0001 0002 0003 0004 0005 0006	(6.0)	0.0
To	43C11	Permit Technician II	0001 0002 0003 0004 0005 0006	6.0	6.0
From	14K51	Planning and Building Services Manager	0001 0002 0005	(3.0)	0.0
To	14K51	RMA Services Manager	0001 0002 0003	3.0	3.0

Resources Management Agency 3000 – Unit 8222, Administration
Reallocate positions and Reclassify Incumbents

From/To			Position	Position Increase/Decrease	Revised
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		Position Title	Number		Total FTE
From	14K51	Planning and Building Services Manager	0001	(1.0)	0.0
To	14K51	RMA Services Manager	0001	1.0	1.0

Resources Management Agency 3000 – Unit 8170-Building Services
Reallocate Vacant positions

From/To		Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	34P26	Code Enforcement Officer II	0001	(1.0)	0.0
To	34P26	Code Compliance Inspector II	0001	1.0	2.0
From	xxxxx	TBD	0001	(1.0)	0.0
To	41B11	Building Plans Examiner	0002	1.0	3.0
From	80E21	Office Assistant II	0003	(1.0)	5.0
To	43C10	Permit Technician I	0002	1.0	2.0
From	14K51	Planning and Building Services Manager	0001	(1.0)	0.0
To	14K51	RMA Services Manager	0001	1.0	1.0

- c. Authorized a one-time waiver of new probationary period requirement for incumbents who are reclassified to positions represented in Units J and F.
- d. Authorized the Auditor Controller to incorporate the approved changes in the Fiscal Year 2013-14 Adopted Budget and direct the County Administrative Office to incorporate the approved position changes in the FY 2013-14 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED upon motion of Supervisor Potter seconded by Supervisor Armenta and carried this 8th day of April 2014, by the following vote, to wit:

AYES: Supervisors Armenta Salinas, Parker and Potter
NOES: None
ABSENT: Supervisor Calcagno

I, Gail T. Borkowski, 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 77 for the meeting on April 8, 2014.

Dated: April 10, 2014
File Number: RES 14-040
Revised: 05-14-14

Gail T. Borkowski, Clerk of the Board of Supervisors
County of Monterey, State of California

By Denise Hancock
Deputy