



## Monterey County Board of Supervisors

### Board Order

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1st Floor  
Salinas, CA 93901  
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A motion was made by Supervisor Mary L. Adams, seconded by Supervisor Luis A. Alejo to:

#### **Resolution No.: 20 - 273**

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary ranges for the classifications of Senior Inmate Services Specialist and Inmate Services Specialist as indicated in Attachment A; and
- b. Direct the County of Monterey Human Resources Department to implement the changes in the Advantage HRM System.
- c. Direct the Auditor-Controller to make retroactive payment to impacted employees effective August 1, 2020.

PASSED AND ADOPTED on this 18<sup>th</sup> day of August 2020, by the following vote, to wit:

AYES: Supervisors Alejo, Phillips, Lopez, Parker 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 August 18, 2020.

Dated: August 18, 2020  
File ID: RES 20-127  
Agenda Item No.: 32

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



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Joel G. Pablo, Deputy

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

**Resolution No.: 20 - 273**

PPPR Control No. 20-014 )

HRM Control No. 20-010 )

Adopt a Resolution to: )

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary ranges of the Senior Inmate Services Specialist and Inmate Services Specialist classifications effective August 1, 2020, as indicated in Attachment A; and )
- b. Direct the County of Monterey Human Resources Department to implement the changes in the Advantage HRM System; and )
- c. Direct the Auditor-Controller to make retroactive payment to impacted employees effective August 1, 2020. )

WHEREAS, the Human Resources Department completed a classification and compensation study in response to a request from Service Employees International Union (SEIU) Local 521; and

WHEREAS, the findings of the compensation study determined that the salary ranges for the classifications of Senior Inmate Services Specialist and Inmate Services Specialist be adjusted in order to align with the labor market; and

WHEREAS, these actions require the Personnel Policies and Practices Resolution No. 98-394 and 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 and Appendix A are amended to adjust the salary ranges for the classification of Senior Inmate Services Specialist and Inmate Services Specialist effective August 1, 2020, as indicated below;

Classification Title: <b>Senior Inmate Services Specialist</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						
\$23.337	\$24.620	\$25.974	\$27.403	\$28.910	\$30.355	\$31.873	72A40	16	SC	9420	J	N
\$1,866.94	\$1,969.61	\$2,077.93	\$2,192.22	\$2,312.78	\$2,428.42	\$2,549.84						
\$4,045	\$4,267	\$4,502	\$4,750	\$5,011	\$5,262	\$5,525						

\*provided for information purposes only

Classification Title: <b>Inmate Services Specialist</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						
\$21.007	\$22.162	\$23.381	\$24.667	\$26.024	\$27.325	\$28.691	70N10	19	SM	9420	J	N
\$1,680.55	\$1,772.98	\$1,870.49	\$1,973.36	\$2,081.89	\$2,185.98	\$2,295.28						
\$3,641	\$3,841	\$4,053	\$4,276	\$4,511	\$4,736	\$4,973						

\*provided for information purposes only

2. The County of Monterey Human Resources Department is hereby directed to implement these changes in the Advantage HRM System.
  
3. The Auditor-Controller is directed to make retroactive payment to impacted employees effective August 1, 2020.

PASSED AND ADOPTED on this 18<sup>th</sup> day of August 2020, by the following vote, to wit:

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

NOES: None

ABSENT: None

(Government Code 54953)

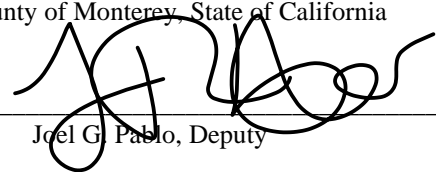
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting August 18, 2020.

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