

*Before the Board of Supervisors
County of Monterey, State of California*

Resolution No.: 25-216

Adopt a resolution to:

- a. Adopt the Fiscal Year (FY) 2025-26 Budget for the County of Monterey incorporating the FY 2025-26 Recommended Budget, which includes the County's General Financial Policies, adjustments for clerical errors, and additional modifications directed by the Board at the May 28, 2025, Budget Hearings; and
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the salary ranges of multiple classifications/series effective July 1, 2025, and July 12, 2025, as indicated in Attachment D; and
- c. Direct the Human Resources Department and Auditor-Controller to implement the base wage changes in the Advantage Human Resources Management (HRM) System; and,
- d. Reaffirm Resolution No. 25-009.....

WHEREAS, Sections 29088-29092 of the Government Code of the State of California provide that the Board of Supervisors of each county shall adopt, by resolution, the budget; and

WHEREAS, after giving due notice as required by law, the Board of Supervisors held Public Hearings for the purpose of developing the Adopted Budget for the County of Monterey for FY 2025-26; and

WHEREAS, at said Public Hearings held on May 28, 2025, the Board of Supervisors heard all requests for the increase, decrease, or other alteration of the 2025-26 Recommended Budget as prepared by the County Administrative Officer, and in consideration thereof has decided upon all revisions of said Recommended Budget which it deems advisable; and

WHEREAS, the record of such decisions is in final form in the possession of, and will be published by the Monterey County Auditor-Controller; and

WHEREAS, the minimum requirements as set forth in Section 29089 of the Government Code of the State of California have been met in the budget document; and

WHEREAS, Section 29090 of the Government Code of the State of California permits the adoption of the budget by reference to the financing uses in the budget as finally determined; and

WHEREAS, on March 25, 2025, the Board of Supervisors held the FY 2025-26 Budget Workshop and provided direction to minimize impacts to employees and County services; and

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 the County desires to implement the base wage studies with a phased two (2) year implementation beginning effective July 1, 2025 and phased four (4) year implementation effective July 12, 2025 as indicated in Attachment D,

NOW, THEREFORE, BE IT RESOLVED, by the Board of Supervisors of the County of Monterey as follows:

1. The FY 2025-26 Budget for the County of Monterey, including the County's General Financial Policies, and incorporating the FY 2025-26 Recommended Budget presented at its May 28, 2025, Budget Hearings, including modifications approved by the Board at said Public Hearings, as detailed in Attachment A and Exhibit 1, and corrections as detailed in Attachment C, and by reference attached hereto and incorporated herein, is hereby approved and adopted.
2. The FY 2025-26 Recommended Budget as received and approved with modifications by the Board during the Public Hearings, and as officially submitted by the County Administrative Officer to the Auditor-Controller, with said revised budget for the County of Monterey is hereby approved and adopted by reference as the Adopted Budget for the 2025-26 Fiscal Year for the County of Monterey.
3. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the salary ranges of multiple classifications/series, are hereby amended, effective July 1, 2025, and July 12, 2025, as indicated in Attachment D.
4. The Human Resources Department and Auditor-Controller are directed to implement the base wage changes in the Advantage Human Resources Management (HRM) System.
5. Reaffirm Resolution No. 25-009, adopted on January 14, 2025 by the Board of Supervisors of the County of Monterey (attached as Exhibit A), which declares, in part, that;
 - No County resources shall be used to assist in the enforcement of federal immigration law, participate in any immigration enforcement operation or joint operation involving any federal immigration agent for the purpose of enforcing federal immigration law, unless such assistance is required by federal or state statute, regulation or court decision; and,
 - That the Monterey County Sheriff's Office continue to not inquire about immigration status when carrying out its duties, to not participate in any immigration enforcement unless required under state law per the California Values Act (Senate Bill 54, Chapter 495, Statutes of 2017), and to building trust with all communities the office serves.

PASSED AND ADOPTED on this 17th day of June 2025, by roll call vote:

AYES: Supervisors Alejo, Church, Askew, and Daniels

NOES: Supervisor Lopez

ABSENT: None

Motion Passed 4 to 1

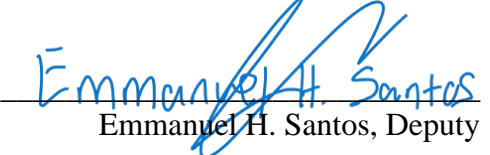
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on June 17, 2025.

Dated: June 18, 2025

File ID: RES 25-097

Agenda Item No. 8

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


Emmanuel H. Santos, Deputy