



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: RES 23-292

April 18, 2023

Introduced: 4/5/2023

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to retitle and modify Sections A.38. Board of Supervisors Staff Assistants and A.38.1 Board Member Staff Assistants;
- b. Direct the Human Resources Department to implement the changes.

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RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to retitle and modify Sections A.38. Board of Supervisors Staff Assistants and A.38.1 Board Member Staff Assistants;
- b. Direct the Human Resources Department to implement the changes.

SUMMARY/DISCUSSION:

On January 10, 2023, the Human Resources Department was assigned Board Referral 2023.01 which purpose was to allow each supervisorial office greater opportunity to tailor its staffing to meet the needs of its district's constituents. In February 2023, the Human Resources Department provided preliminary responses to Board Referral No. 2023.01 which included labor market findings of how the County's current and prior comparable agencies staff their Board offices and provided options for the Board to consider. The Human Resource Department was directed to work with the County Administrative Office and the Office of County Counsel to provide a draft amendment to the Personnel Policies Practices Resolution Section A.38 Board of Supervisors Staff Assistants which could provide the Board with staffing flexibility while having no budgetary impact to their Board Office.

On March 21, 2023, the Human Resources Department returned and presented draft recommendations to the Section A.38 Board of Supervisors Staff Assistants. Per the direction provided at this meeting the Human Resources Department recommends that the Board approve the proposed Personnel Policies and Practice Resolution (PPPR) amendments to Sections A.38. Board of Supervisors Staff Assistants and A.38.1 Board Member Staff Assistants as indicated in Attachment A.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has conferred with the County Administrative Office and County Counsel regarding this matter.

FINANCING:

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There are no anticipated changes to the District Office Budget Units General Fund Contribution (GFC) for the remainder of FY 2022-23 and FY 2023-24 for this policy change.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action addresses the Board of Supervisors' Administration Strategic Initiative and demonstrates the County's commitment to meeting the Board's initiatives by attracting, recruiting, and retaining a diverse, talented work force that supports the mission of Monterey County.

- Economic Development
- X Administration
- Health & Human Services
- Infrastructure
- Public Safety

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

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Irma Ramirez-Bough
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Attachments:

- Board Report
- Attachment A - PPPR Amendments Redline
- Attachment B - PPPR Amendments Clean
- Resolution