

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

Resolution No.: 23-243

PPPR Control No. 23-023)
HRM Control No. 23-019)

Adopts a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) Appendix A to adjust the base wage salary range of the Deputy Sheriff-Operations classification as indicated below effective July 15, 2023;
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM system;

WHEREAS, the County and the County of Monterey Patrol Association (COMPA) reached a tentative agreement, which included in part, for the County to conduct a base wage compensation study which covers the classifications represented by COMPA in accordance with the County’s Compensation Philosophy; and

WHEREAS, the Human Resources Department completed a base wage compensation study of the Deputy Sheriff-Operations classification and found that its base wage salary is approximately 8.12% below the salary mean of the County’s comparable agencies’ classifications; and

WHEREAS, it is recommended to adjust the base wage salary of the Deputy Sheriff-Operations classification by approximately 8.12% at top step in order to align it with the labor market average; and

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

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

1. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the base wage salary range of the Deputy Sheriff-Operations classification as indicated below effective July 15, 2023:

Classification Title: Deputy Sheriff-Operations							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						
\$42.792	\$45.146	\$47.628	\$50.248	\$53.011	\$55.662	\$58.445	36A22	12	PS	7720	A-OS	N
\$3,423.37	\$3,611.65	\$3,810.28	\$4,019.83	\$4,240.91	\$4,452.95	\$4,675.60						
\$7,417	\$7,825	\$8,256	\$8,710	\$9,189	\$9,648	\$10,130						

*Provided for information purposes only.

2. The Human Resources Department is directed to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this 18th day of July 2023, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, Askew, and Adams

NOES: None

ABSENT: None

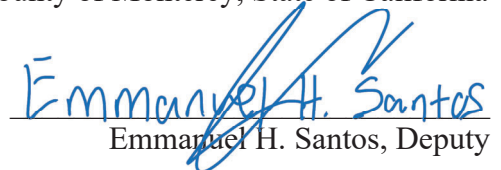
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on July 18, 2023.

Dated: July 20, 2023

File ID: RES 23-129

Agenda Item No. 7

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


Emmanuel H. Santos, Deputy