

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

Resolution No:

PPPR Control #:08-015
ACZZ Control #:08-015

- a. Amend pay scales for the classifications of Library Page,)
Library Assistant I, Library Assistant II, Library Assistant)
III, Librarian I, Librarian II, Librarian III, Managing)
Librarian, Assistant Library Director and Library Director)
to include the 3.5% wage increase separately approved by)
the Board of Supervisors;)
- b. Adjust salary ranges for those classifications as shown in)
the attached Resolution, effective December 14, 2013)
- c. Direct Human Resources to implement the changes in the)
Advantage HRM system.)
)
)
)

WHEREAS the Monterey County Free Libraries Strategic Plan 2013-2016 was approved by the Board of Supervisors in April 2013, and included a reorganization of Reference Services, Youth/Adult Programs, and the Literacy Program, and the direction to perform a salary study;

WHEREAS study No. 13-016 dated October 31, 2013 was conducted by the department in order to evaluate classification updates and comparable agency salary ranges, and the Monterey County Free Libraries supported the recommendations resulted from the study;

WHEREAS on December 10, 2013 the Board of Supervisors amended Personnel Policies and Practices Resolution No. 98-394 to: create the new classification of Assistant Library Director; increase the salary ranges of existing classifications, specifically: Library Page, Library Assistant I, Library Assistant II, Library Assistant III, and Managing Librarian; re-title, change salary ranges and bargaining units of Librarian, Supervising Librarian, and Principal Librarian classifications; and re-title and change salary range of Library Director classification; and

WHEREAS, the timing of the previous Board actions resulted in an unintended impact to the affected employees; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors in and for the county of Monterey does hereby:

- a. Amend pay scales for the classifications of Library Page, Library Assistant I, Library Assistant II, Library Assistant III, Librarian I, Librarian II, Librarian III, Managing Librarian, Assistant Library Director and Library Director to include the 3.5% wage increase separately approved by the Board of Supervisors;

b. Adjusts salary ranges for those classifications, effective December 14, 2013, as shown below, and

<u>Classification Title: Assistant Library Director</u>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*	MoCo OT*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7							
\$41,739	\$44,028	\$46,443	\$48,991	\$51,678	\$54,262	\$56,975	12C04	01	OA	8810	Y	E	E
\$3,339.10	\$3,522.25	\$3,715.46	\$3,919.26	\$4,134.24	\$4,340.95	\$4,558.00							
\$7,235	\$7,632	\$8,050	\$8,492	\$8,958	\$9,405	\$9,876							

<u>Classification Title: Library Page</u>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*	MoCo OT*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7							
\$8,651	\$9,126	\$9,626	\$10,154	\$10,711	\$11,247	\$11,809	80C24	18	OC	8810	J	N	Y
\$692.10	\$730.07	\$770.11	\$812.36	\$856.92	\$899.76	\$944.75							
\$1,500	\$1,582	\$1,669	\$1,760	\$1,857	\$1,949	\$2,047							

<u>Classification Title: Library Assistant I</u>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*	MoCo OT*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7							
\$14,095	\$14,868	\$15,684	\$16,544	\$17,452	\$18,324	\$19,241	80C01	14	PP	8810	J	N	Y
\$1,127.62	\$1,189.48	\$1,254.72	\$1,323.55	\$1,396.15	\$1,465.95	\$1,539.25							
\$2,443	\$2,577	\$2,719	\$2,868	\$3,025	\$3,176	\$3,335							

<u>Classification Title: Library Assistant II</u>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*	MoCo OT*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7							
\$16,324	\$17,220	\$18,164	\$19,161	\$20,212	\$21,222	\$22,284	80C21	18	PP	8810	J	N	Y
\$1,305.95	\$1,377.59	\$1,453.15	\$1,532.86	\$1,616.94	\$1,697.79	\$1,782.68							
\$2,830	\$2,985	\$3,148	\$3,321	\$3,503	\$3,679	\$3,862							

<u>Classification Title: Library Assistant III</u>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*	MoCo OT*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7							
\$18,394	\$19,403	\$20,468	\$21,590	\$22,775	\$23,913	\$25,109	80C22	13	PP	8810	F	N	E
\$1,471.55	\$1,552.26	\$1,637.41	\$1,727.23	\$1,821.97	\$1,913.07	\$2,008.72							
\$3,188	\$3,363	\$3,548	\$3,742	\$3,948	\$4,145	\$4,352							

<u>Classification Title: Managing Librarian</u>													
<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*	MoCo OT*
\$34.582	\$36.479	\$38.480	\$40.591	\$42.818	\$44.958	\$47.206	65A85	03	P	8810	X	E	E
\$2,766.59	\$2,918.35	\$3,078.42	\$3,247.28	\$3,425.40	\$3,596.67	\$3,776.51							
\$5,994	\$6,323	\$6,670	\$7,036	\$7,422	\$7,793	\$8,182							

<u>Classification Title: Librarian I</u>													
<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*	MoCo OT*
\$21.609	\$22.795	\$24.045	\$25.364	\$26.755	\$28.093	\$29.498	65A31	03	P	8810	F	E	E
\$1,728.74	\$1,823.57	\$1,923.59	\$2,029.11	\$2,140.41	\$2,247.43	\$2,359.80							
\$3,746	\$3,951	\$4,168	\$4,396	\$4,638	\$4,869	\$5,113							

<u>Classification Title: Librarian II</u>													
<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*	MoCo OT*
\$25.954	\$27.377	\$28.879	\$30.463	\$32.134	\$33.741	\$35.428	65A33	18	OC	8810	X	E	E
\$2,076.31	\$2,190.20	\$2,310.33	\$2,437.06	\$2,570.74	\$2,699.28	\$2,834.24							
\$4,499	\$4,745	\$5,006	\$5,280	\$5,570	\$5,848	\$6,141							

<u>Classification Title: Librarian III</u>													
<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*	MoCo OT*
\$29.950	\$31.592	\$33.325	\$35.153	\$37.082	\$38.936	\$40.883	65A40	03	P	8810	X	E	E
\$2,395.97	\$2,527.40	\$2,666.03	\$2,812.27	\$2,966.53	\$3,114.86	\$3,270.60							
\$5,191	\$5,476	\$5,776	\$6,093	\$6,427	\$6,749	\$7,086							

<u>Classification Title: Library Director</u>													
<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*	MoCo OT*
\$56.866	\$59.986	\$63.276	\$66.747	\$70.408	\$73.929	\$77.625	11A05	0	E	8810	Y	E	E
\$4,549.32	\$4,798.86	\$5,062.09	\$5,339.76	\$5,632.65	\$5,914.29	\$6,210.00							
\$9,857	\$10,398	\$10,968	\$11,569	\$12,204	\$12,814	\$13,455							

c. Directs Human Resources to implement the changes in the Advantage HRM system

PASSED AND ADOPTED this _____ day _____, by the following vote, to wit:

AYES:

NOES:

ABSENT:

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____ for the meeting on _____.

Dated:

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

By _____
, Deputy