

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

Resolution No.: \_\_\_\_\_ PPPR Control No. 16-023 )  
 \_\_\_\_\_ HRM Control No. 16-021 )  
 \_\_\_\_\_ )

Adopt a Resolution to: \_\_\_\_\_ )

- a. Amend the Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to increase the salary ranges of the classifications of Public Defender Investigator I-III and Supervising Public Defender Investigator, as indicated in Attachment A; and \_\_\_\_\_ )
- b. Authorize the Auditor-Controller and the County Administrative Office to incorporate these changes in the FY 2016-17 Budget; and \_\_\_\_\_ )
- a. Authorize the Human Resources Department to implement the changes in the Advantage HRM system. \_\_\_\_\_ )

WHEREAS, at the request of Service Employee International Union Local (SEIU) 521, Human Resources conducted a wage study of the Public Defender Investigator series classifications; and

WHEREAS, The Public Defender Investigator I was found to be the most out of alignment with the market average at 15% below and in order to maintain an appropriate spread between the lower classifications and the higher classification of Supervising Public Defender Investigator, a 15% increase to all classifications within the series is recommended and is consistent with the County's existing compensation structure;

NOW, THEREFORE, BE IT RESOLVED THAT, the Board of Supervisors does hereby:

- a. Amended the Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to increase the salary ranges of the classifications of Public Defender Investigator I-III, and Supervising Public Defender Investigator, as indicated below; and

<b>Public Defender Investigator I</b>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$27,886	\$29,415	\$31,029	\$32,731	\$34,526	\$36,253	\$38,065	34D22	14	PP	9410	J	N
\$2,230.86	\$2,353.23	\$2,482.31	\$2,618.47	\$2,762.10	\$2,900.20	\$3,045.22						
\$4,834	\$5,099	\$5,378	\$5,673	\$5,985	\$6,284	\$6,598						

<b>Public Defender Investigator II</b>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$32,713	\$34,507	\$36,400	\$38,397	\$40,503	\$42,528	\$44,654	34D23	14	PP	9410	J	N
\$2,617.03	\$2,760.58	\$2,912.00	\$3,071.73	\$3,240.22	\$3,402.23	\$3,572.35						
\$5,670	\$5,981	\$6,309	\$6,655	\$7,020	\$7,372	\$7,740						

<b>Public Defender Investigator III</b>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$35.785	\$37.748	\$39.819	\$42.003	\$44.307	\$46.522	\$48.848	34D40	13	PP	9410	J	N
\$2,862.82	\$3,019.85	\$3,185.50	\$3,360.23	\$3,544.54	\$3,721.77	\$3,907.86						
\$6,203	\$6,543	\$6,902	\$7,280	\$7,680	\$8,064	\$8,467						

<b>Supervising Public Defender Investigator</b>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$39.365	\$41.524	\$43.802	\$46.204	\$48.739	\$51.176	\$53.734	34D80	13	PP	9410	F	E
\$3,149.17	\$3,321.91	\$3,504.13	\$3,696.34	\$3,899.09	\$4,094.05	\$4,298.75						
\$6,823	\$7,197	\$7,592	\$8,009	\$8,448	\$8,870	\$9,314						

- b. Authorized the Auditor-Controller and the County Administrative Office to incorporate these changes in the FY 2016-17 Budget; and
- c. Authorized the Human Resources Department to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this \_\_\_\_ day of \_\_\_\_\_, 2016, 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 Supervisors  
 County of Monterey, State of California

By \_\_\_\_\_, Deputy