

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

Resolution #:06-361

Board Budget No.: 06/07-088

Amends Personnel Policies and Practices) PPPR Control #:
 Resolution No. 98-394 to increase the) ACZZ Control #:
 salary range of Undersheriff by six percent)
 (6%) retroactive to July 8, 2006.....)

Upon motion of Supervisor Potter, seconded by Supervisor Armenta, and carried by those members present the Board hereby;

Amends Personnel Policies and Practices Resolution No. 98-394 to:

Increase the salary range of Undersheriff by six percent (6%), retroactive to July 8, 2006, as follows:

Old Salary String

<u>Classification Title: Undersheriff</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*	BU	FLSA Code*	MoCo OT*
\$63.710	\$67.214	\$70.910	\$74.809	\$78.924	\$82.871		12A13		E	7720	Y	E	N
\$5096.80	\$5377.12	\$5672.80	\$5984.72	\$6313.92	\$6629.68								
\$11,043	\$11,650	\$12,291	\$12,967	\$13,680	\$14,364								

*provided for information purposes only

New Salary String

Resolution No.: 06-361
 Budget Number: 06/07-088
 December 12, 2006

Classification Title: Undersheriff							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*	MoCo OT*
Hourly, Bi-Weekly and Monthly Pay Rates													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7							
\$67.533	\$71.247	\$75.165	\$79.298	\$83.659	\$87.843		12A13		E	7720	Y	E	N
\$5402.61	\$5699.75	\$6013.17	\$6343.80	\$6692.76	\$7027.46								
\$11,705	\$12,349	\$13,028	\$13,745	\$145,00	\$15,225								

*provided for information purposes only

PASSED AND ADOPTED on this 12th day of December 2006, by the following vote, to-wit:

AYES: Supervisors Armenta, Calcagno, Potter, and Smith

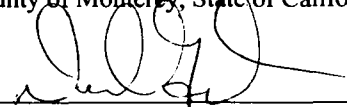
NOES: None

ABSENT: Supervisor Lindley

I, Lew Bauman, 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 Minute Book 73, on December 12, 2006.

Dated: December 12, 2006

Lew C. Bauman, Clerk of the Board of Supervisors,
 County of Monterey, State of California.

By 
 Darlene Drain, Deputy

MONTEREY COUNTY BOARD OF SUPERVISORS

MEETING: December 12, 2006 - Consent	AGENDA NO.: 32
SUBJECT: Amend Personnel Policies and Practices Resolution No. 98-394 to increase the salary range for the classification of Undersheriff by six (6%) percent retroactive to the first full pay period after July 1, 2006.	
DEPARTMENT: County Administrative Office/Sheriff's Office	

RECOMMENDATION:

It is recommended that the Board of Supervisors amend Personnel Policies and Practices Resolution No. 98-394 to:

Increase the salary range for the classification of Undersheriff by six (6%) percent retroactive to the first full pay period after July 1, 2006.

<u>Classification</u>	<u>Class Code</u>	<u>Old Salary Range</u>
Undersheriff	12A13	\$11,043 - \$14,364/month

<u>Classification</u>	<u>Class Code</u>	<u>New Salary Range</u>
Undersheriff	12A13	\$11,705- \$15,225/month

SUMMARY/DISCUSSION:

This recommendation addresses salary compaction between the Undersheriff and the Chief Deputy Sheriff. The current Undersheriff and another employee were both promoted to the Chief Deputy positions on January 6, 2003 at equal salaries. The current Undersheriff was promoted to that position on January 8, 2005.

As a result of the current Chief Deputy Sheriff receiving a step advancement on January 7, 2006, the salaries of the Chief and the Undersheriff have been compacted. The gap between the Chief Deputy and the Undersheriff was reduced to three percent (3%) and currently remains at three percent (3%).

Earlier this year, a request was submitted to the County Administrative Office to review and consider an increase within salary range for the current Undersheriff. After reviewing the issue, the County Administrative Office recommended a six percent (6%) adjustment to the wage range. This action increases the gap from three percent (3%) to nine percent (9%). In addition, it was recommended that the incumbent be advanced an additional step.

Since the incumbent Undersheriff is eligible for a step increase (to step 4) on January 8, 2007, the additional step advancement is not included in this recommendation. However, additional action may be required at a later date if the nine percent (9%) gap proves to be problematic.

It is requested that the adjustment to the wage range be awarded effective retroactive to the beginning of the first full pay period of FY 2006-07, July 8, 2006.


OTHER AGENCY INVOLVEMENT:

The County Administrative Office-Human Resources concurs with the recommended action.

FINANCING:

The recommended increase represents an additional current year and annualized cost of \$8,850, which will be absorbed by the Sheriff's Office. There is no impact on the County General Fund as a result of approving this recommendation.

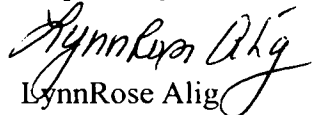
Approved by:


Mike Kanalakis
Sheriff, Coroner

Approved by:


Keith Honda
Assistant County
Administrative Officer

Prepared by:


LynnRose Alig
Associate Personnel Analyst
November 30, 2006

cc: Mike Miller, Auditor-Controller
Keith Honda, Assistant County Administrative Officer