



## Monterey County Board of Supervisors

### Board Order

168 West Alisal Street,  
1st Floor  
Salinas, CA 93901  
831.755.5066  
www.co.monterey.ca.us

A motion was made by Supervisor Chris Lopez, seconded by Supervisor Mary L. Adams to:

#### **Adopt Resolution No.: 21-301**

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to retitle the classification of Senior Deputy County Counsel to Chief Deputy County Counsel and adjust the salary range as indicated in Attachment A effective September 11, 2021;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the salary range of the Chief Deputy Public Defender as indicated in Attachment A effective September 11, 2021;
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

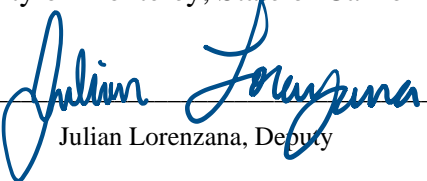
PASSED AND ADOPTED on this 14<sup>th</sup> day of September 2021, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Askew and Adams  
NOES: None  
ABSENT: None  
(Government Code 54953)

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 September 14, 2021.

Dated: September 17, 2021  
File ID: RES 21-162  
Agenda Item No.: 35

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

  
Julian Lorenzana, Deputy

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

**Resolution No.: 21-301**

PPPR Control No. 21-014 )

HRM Control No. 21-012 )

Adopts a Resolution to: )

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to retitle the classification of Senior Deputy County Counsel to Chief Deputy County Counsel and adjust the salary range as indicated in Attachment A effective September 11, 2021; )
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the salary range of the Chief Deputy Public Defender as indicated in Attachment A effective September 11, 2021; )
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM system. )

**WHEREAS**, The Human Resources Department conducted a base wage compensation study of the Deputy County Counsel classification series and found the benchmark classification was 12.26% below the average of the County’s comparable agencies; and

**WHEREAS**, the implementation of the salary adjustments resulted in compaction with the Senior Deputy County Counsel and Chief Deputy Public Defender and the attorney IV classifications they directly supervise; and

**WHEREAS**, further analysis found that the Senior Deputy County Counsel and the Chief Deputy Public Defender are equal in nature in the scope and complexity of the work performed and retitling the Senior Deputy County Counsel to Chief Deputy County Counsel will provide consistency in the titling of classifications; and

**WHEREAS**, to mitigate the compaction issue it is recommended to adjust the salary ranges of the Senior Deputy County Counsel and the Chief Deputy Public Defender; and

**WHEREAS**, to implement the recommendations, the actions require the Personnel Policies and Practices Resolution No. 98-394 Appendix A and B 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 and B is amended to retitle the classification of Senior Deputy County Counsel to Chief Deputy County Counsel and the salary range is adjusted as indicated below effective September 11, 2021:

Classification Title: <b>Chief Deputy County Counsel</b>							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						
\$78.109	\$82.404	\$86.936	\$91.718	\$96.762	\$101.600	\$106.680	39B25	4	P	8810	X	E
\$6,248.70	\$6,592.36	\$6,954.92	\$7,337.42	\$7,740.95	\$8,128.00	\$8,534.40						
\$13,539	\$14,283	\$15,069	\$15,898	\$16,772	\$17,611	\$18,491						

\*provided for information purposes only

- The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B is amended to adjust the salary range of the Chief Deputy Public Defender as indicated below effective September 11, 2021:

Classification Title: <b>Chief Deputy Public Defender</b>							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						
\$78.109	\$82.404	\$86.936	\$91.718	\$96.762	\$101.600	\$106.680	39P35	4	P	8810	X	E
\$6,248.70	\$6,592.36	\$6,954.92	\$7,337.42	\$7,740.95	\$8,128.00	\$8,534.40						
\$13,539	\$14,283	\$15,069	\$15,898	\$16,772	\$17,611	\$18,491						

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

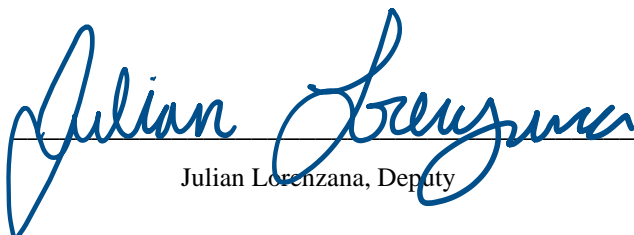
**PASSED AND ADOPTED** on this 14<sup>th</sup> day of September 2021, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Askew and Adams  
 NOES: None  
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Julian Lorenzana, Deputy