

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

- Resolution No.: PPPR Control No. 19-001)
HRM Control No. 19-001)
- Adopt a Resolution to:)
- a) Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A & B to re-title the Eligibility Worker I, II and III classifications to Eligibility Specialist I, II and III and adjust the salary ranges of the Eligibility Specialist I, II, III and Eligibility Supervisor as indicated in the attached Resolution; and)
- b) Direct the County Administrative Office to incorporate the approved changes in the FY 2018-19 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.)

WHEREAS, Cooperative Personnel Services conducted a statewide classification study on the Eligibility Worker Series; and

WHEREAS, the classification study recommended the Eligibility Worker I, II and III classifications be retitled to Eligibility Specialist I, II and III and a wage study be conducted due to an increase in minimum qualifications; and

WHEREAS, the Human Resources Department conducted a wage study and found the journey level classification of Eligibility Worker II is 5.90% below market; and

WHEREAS, the Human Resources Department, Department of Social Services and Service Employees International Union Local 521 agreed to bring the salaries of the series to the market average of the journey level classification; and

WHEREAS, the actions require the Personnel Policies and Practices Resolution No. 98-394 Appendices 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:

- Appendices A and B of Personnel Policies and Practices Resolution (PPPR) No. 98-394 is amended to retitle the Eligibility Worker I, II and III classifications to Eligibility Specialist I, II and III and the Eligibility Specialist I, II, III and Eligibility Supervisor salary ranges are adjusted as indicated below;

Classification Title: Eligibility Specialist I							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						
\$18.413	\$19.425	\$20.494	\$21.621	\$22.810	\$23.950	\$25.148	25E01	14	PP	8810	K	N
\$1,473.02	\$1,554.04	\$1,639.50	\$1,729.67	\$1,824.80	\$1,916.04	\$2,011.84						
\$3,192	\$3,367	\$3,552	\$3,748	\$3,954	\$4,151	\$4,359						

*provided for information purposes only

Classification Title: Eligibility Specialist II													
<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*	
\$20.710	\$21.849	\$23.051	\$24.319	\$25.656	\$26.939	\$28.286	25E21	14	PP	8810	K	N	
\$1,656.83	\$1,747.95	\$1,844.08	\$1,945.50	\$2,052.50	\$2,155.12	\$2,262.88							
\$3,590	\$3,787	\$3,996	\$4,215	\$4,447	\$4,669	\$4,903							

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Classification Title: Eligibility Specialist III													
<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*	
\$22.886	\$24.144	\$25.472	\$26.873	\$28.351	\$29.769	\$31.257	25E22	14	PP	8810	K	N	
\$1,830.85	\$1,931.55	\$2,037.78	\$2,149.85	\$2,268.08	\$2,381.49	\$2,500.56							
\$3,967	\$4,185	\$4,415	\$4,658	\$4,914	\$5,160	\$5,418							

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Classification Title: Eligibility Supervisor													
<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*	
\$25.733	\$27.148	\$28.641	\$30.217	\$31.878	\$33.472	\$35.146	25E80	13	PP	8810	F	E	
\$2,058.65	\$2,171.87	\$2,291.32	\$2,417.33	\$2,550.28	\$2,677.79	\$2,811.68							
\$4,460	\$4,706	\$4,965	\$5,238	\$5,526	\$5,802	\$6,092							

*provided for information purposes only

- The County Administrative Office is directed to incorporate the approved changes in the FY 2018-19 Adopted Budget and the Human Resources Department is directed to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this ____ day of _____, 2019, by the following vote, to-wit:

AYES:
NOES:
ABSENT:

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___ for the meeting on _____.

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

By _____, Deputy