

*Before the Board of Supervisors
County of Monterey, State of California*

Resolution No.: 25-239

PPPR Control No. 25-008)
HRM Control No. 25-009)

Adopts a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the salary ranges of the Child Support Officer I, II & III, Supervising Child Support Officer, Child Support Performance Specialist, Corrections Specialist, Senior Corrections Specialist, Management Analyst I, II & III, Community Affiliation Manager, Sheriff’s Commander, Storekeeper-SB 525, Senior Storekeeper-SB 525 and Supervising Storekeeper-SB525 effective the first full pay period following July 1, 2025, as indicated in Attachment A;
- b. Direct the Human Resources Department and the Auditor Controller’s Office to implement the changes in the Advantage Human Resources Management (HRM) System.

WHEREAS, the Human Resources Department contracted with independent consulting firms Management Strategies Group, a consulting division of Sloan Sakai Yeung & Wong LLP and Regional Government Services (RGS) to conduct multiple base wage studies in addition to conducting several studies internally; and

WHEREAS, the results of the base wage studies determined that multiple classifications/series were below the market of the County’s comparable agencies; and

WHEREAS, the Human Resources Department received several appeals from labor groups regarding the results of the base wage compensation recommendations; and

WHEREAS, the implementation of the base wage compensation studies for the classifications/series under appeal was delayed until the appeal process could be completed and the appeals for the classifications/series listed in Attachment A have now been resolved; and

WHEREAS, the County desires to implement the base wage studies with a phased four (4) year implementation effective the first full pay period following July 1, 2025, as indicated in Attachment A; 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, that Appendix A and B of the Personnel Policies and Practices Resolution (PPPR) No. 98-394 are amended to adjust the salary ranges of the Child Support Officer I, II & III, Supervising Child Support Officer, Child Support Performance Specialist, Corrections Specialist, Senior Corrections Specialist, Management Analyst I, II & III, Community Affiliation Manager, Sheriff’s Commander, Storekeeper-SB 525, Senior Storekeeper-SB 525 and Supervising Storekeeper-SB525 classifications/series effective the first full pay period following July 1, 2025, as follows:

CLASS CODE	CLASSIFICATION TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
25C20	CHILD SUPPORT OFFICER I	\$21.960	\$23.168	\$24.442	\$25.786	\$27.205	\$28.565	\$29.993
25C23	CHILD SUPPORT OFFICER II	\$26.694	\$28.162	\$29.711	\$31.345	\$33.068	\$34.722	\$36.458
25C24	CHILD SUPPORT OFFICER III	\$28.839	\$30.425	\$32.098	\$33.864	\$35.726	\$37.512	\$39.388
25C81	SUPERVISING CHILD SUPPORT OFFICER	\$32.102	\$33.868	\$35.730	\$37.696	\$39.769	\$41.757	\$43.845
25C82	CHILD SUPPORT PERFORMANCE SPECIALIST	\$32.102	\$33.868	\$35.730	\$37.696	\$39.769	\$41.757	\$43.845
80I07	CORRECTIONS SPECIALIST	\$24.372	\$25.712	\$27.126	\$28.618	\$30.192	\$31.702	\$33.287
80I08	SENIOR CORRECTIONS SPECIALIST	\$26.122	\$27.559	\$29.074	\$30.673	\$32.360	\$33.978	\$35.677
14G02	MANAGEMENT ANALYST I	\$35.965	\$37.943	\$40.030	\$42.232	\$44.554	\$46.782	\$49.121
14C30	MANAGEMENT ANALYST II	\$41.353	\$43.628	\$46.027	\$48.558	\$51.229	\$53.790	\$56.480
14C31	MANAGEMENT ANALYST III	\$44.565	\$47.016	\$49.601	\$52.329	\$55.207	\$57.968	\$60.866
60X01	COMMUNITY AFFILIATION MANAGER	\$46.818	\$49.393	\$52.110	\$54.976	\$57.999	\$60.899	\$63.944
36A82	SHERIFFS COMMANDER	\$64.347	\$67.886	\$71.619	\$75.558	\$79.713	\$83.699	\$87.884
70F84	SENIOR STOREKEEPER-SB 525	\$24.297	\$25.634	\$27.043	\$28.531	\$30.100	\$31.605	\$33.185
70F24	STOREKEEPER-SB 525	\$21.882	\$23.085	\$24.355	\$25.694	\$27.107	\$28.463	\$29.886
70F85	SUPERVISING STOREKEEPER-SB 525	\$27.381	\$28.887	\$30.476	\$32.152	\$33.920	\$35.616	\$37.397

BE IT FURTHER RESOLVED, that the Board of Supervisors in and for the County of Monterey hereby directs the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

PASSED AND ADOPTED on this 8th day of July 2025, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, Askew, and Daniels

NOES: None

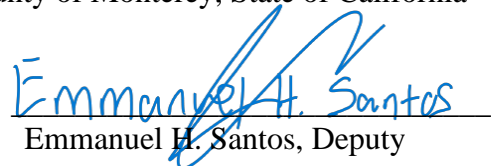
ABSENT: None

(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 on July 8, 2025.

Dated: July 10, 2025
File ID: RES 25-110
Agenda Item No. 44

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


Emmanuel H. Santos, Deputy