

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

Resolution No.: 25-265

PPPR Control No. 25-012)

HRM Control No. 25-013)

Adopts a Resolution to:)

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to correct the salary ranges of the Child Support Officer I, II & III, Supervising Child Support Officer, and Child Support Performance Specialist effective the date of the base wage adjustment on July 12, 2025, to reflect the correct increase as a result of the appeal process, as indicated in Attachment A; and)
- 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, on July 8, 2025, the Board of Supervisors approved the base wage compensation recommendations for the classifications/series the Human Resources Department received appeals for; and

WHEREAS, through the implementation process, staff were made aware the salary adopted for the Child Support Officer Series and Child Support Performance Specialist classification did not reflect the correct increase as a result of the appeal process; and

WHEREAS, the Human Resources Department recommended to correct the base wage salary ranges for these classifications effective the date of the base wage adjustment on July 12, 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 correct the salary ranges of the Child Support Officer I, II & III, Supervising Child Support Officer and Child Support Performance Specialist effective the date of the base wage adjustment on July 12, 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	\$22.924	\$24.185	\$25.515	\$26.919	\$28.399	\$29.819	\$31.310
25C23	CHILD SUPPORT OFFICER II	\$27.866	\$29.398	\$31.015	\$32.721	\$34.520	\$36.246	\$38.059
25C24	CHILD SUPPORT OFFICER III	\$30.105	\$31.761	\$33.508	\$35.351	\$37.295	\$39.159	\$41.117
25C81	SUPERVISING CHILD SUPPORT OFFICER	\$33.512	\$35.355	\$37.300	\$39.351	\$41.516	\$43.591	\$45.771
25C82	CHILD SUPPORT PERFORMANCE SPECIALIST	\$33.512	\$35.355	\$37.300	\$39.351	\$41.516	\$43.591	\$45.771

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

PASSED AND ADOPTED on this 12th day of August 2025, by roll call vote:

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

NOES: None

ABSENT: None


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 August 12, 2025.

Dated: August 13, 2025

File ID: RES 25-127

Agenda Item No. 22

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


Emmanuel H. Santos, Deputy