

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

Resolution No.: 26-033

PPPR Control No. 26-003

HRM Control No. 26-003)

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 Sheriffs Records Specialist I, II, Senior Sheriffs Record Specialist and Sheriff Records Supervisor effective in the current pay period, beginning February 7, 2026, 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 an independent consulting firm, Management Strategies Group, a consulting division of Sloan Sakai Yeung & Wong LLP to conduct multiple base wage studies; 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 in the current pay period, beginning February 7, 2026, 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 Sheriffs Records Specialist I, II, Senior Sheriffs Record Specialist, and Sheriff Records Supervisor classifications effective February 7, 2026, as follows:

CLASS CODE	CLASSIFICATION TITLE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
80I15	SHERIFFS RECORDS SPECIALIST I	22.241	23.464	24.755	26.116	27.552	28.930	30.377
80I16	SHERIFFS RECORDS SPECIALIST II	24.689	26.047	27.479	28.990	30.585	32.114	33.720
80I17	SENIOR SHERIFFS RECORD SPECIALIST	26.518	27.976	29.515	31.138	32.851	34.493	36.218
80I20	SHERIFF RECORDS SUPERVISOR	29.698	31.332	33.055	34.873	36.791	38.630	40.562

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 10th day of February 2026, by roll call vote:

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

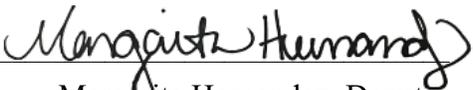
NOES: None

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 February 10, 2026.

Dated: February 11, 2026
 File ID: RES 26-022
 Agenda Item No.: 49

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


 Margarita Hernandez, Deputy