

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

Resolution No.: PPPR Control No. 15-004)
HRM Control No. 15-003)

Adopt a Resolution to:)

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A to create and abolish classifications and associated salary ranges to effectuate the changes due to the organizational review and classification study of positions in the Resource Management Agency and Natividad Medical Center as indicated below;)
- b. Amend the Resource Management Agency’s Unit 8176 - Facilities Admin and Unit 8195 - Construction to approve reallocations and reclassifications as indicated by position numbers;)
- c. Amend Natividad Medical Center’s Unit 8348 - Plant Maintenance to approve reallocations and reclassifications as indicated by position numbers; and)
- d. Authorize the Auditor Controller to incorporate the approved changes in the FY 2014-15 Adopted Budget and direct the County Administrative Office to incorporate the approved position changes in the FY 2014-15 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.)

WHEREAS, the Monterey County Resource Management Agency contracted with Cooperative Personnel Services HR Consulting (CPS HR) to conduct an organizational review and classification study of positions in the Agency; and

WHEREAS, at the request of NMC Administration, Natividad Medical Center Human Resources conducted a classification study of the Facilities Project Specialist position; and

WHEREAS, the organizational review and classification studies determined the creation, reallocations, reclassifications, salary ranges and abolishing classifications, as indicated, to more accurately reflect the nature and scope of work performed by the incumbent positions and to meet the organizational needs of the Resource Management Agency and Natividad Medical Center.

NOW, THEREFORE, BE IT RESOLVED the Monterey County Board of Supervisors, effective March 3, 2015, hereby:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A to create and abolish classifications and associated salary ranges to effectuate the changes due to the organizational review and classification study of positions in the Resource Management Agency and Natividad Medical Center as indicated below;

Create Classifications:

<u>Classification Title:</u> Project Manager I							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$30.565	\$32.246	\$34.02	\$35.889	\$37.866	\$39.759	\$41.747	14A10	3	P	8810	X	E
\$2,445.20	\$2,579.68	\$2,721.60	\$2,871.12	\$3,029.28	\$3,180.72	\$3,339.76						
\$5,298	\$5,589	\$5,897	\$6,221	\$6,563	\$6,892	\$7,236						

*provided for information purposes only

<u>Classification Title:</u> Project Manager II												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$32.938	\$34.749	\$36.66	\$38.678	\$40.807	\$42.848	\$44.99						
\$2,635.04	\$2,779.92	\$2,932.80	\$3,094.24	\$3,264.56	\$3,427.84	\$3,599.20						
\$5,709	\$6,023	\$6,354	\$6,704	\$7,073	\$7,427	\$7,798	14A11	3	P	8810	X	E

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<u>Classification Title:</u> Project Manager III												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$37.624	\$39.688	\$41.865	\$44.161	\$46.583	\$48.912	\$51.358						
\$3,009.91	\$3,175.01	\$3,349.16	\$3,532.87	\$3,726.66	\$3,912.99	\$4,108.64						
\$6,521	\$6,879	\$7,257	\$7,655	\$8,074	\$8,478	\$8,902	14A12	3	P	8810	X	E

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Abolish Classifications:

<u>Classification Title:</u> Architectural Engineer												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$31.654	\$33.397	\$35.234	\$37.169	\$39.214	\$41.175	\$43.234						
\$2,532.32	\$2,671.76	\$2,818.72	\$2,973.52	\$3,137.12	\$3,294.00	\$3,458.72						
\$5,487	\$5,789	\$6,107	\$6,443	\$6,797	\$7,137	\$7,494	41D01	3	P	8810	X	E

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<u>Classification Title:</u> Assistant Architectural Services Manager												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$35.859	\$37.83	\$39.911	\$42.106	\$44.422	\$46.643	\$48.974						
\$2,868.72	\$3,026.40	\$3,192.88	\$3,368.48	\$3,553.76	\$3,731.44	\$3,917.92						
\$6,216	\$6,557	\$6,918	\$7,298	\$7,700	\$8,085	\$8,489	14A61	3	P	8810	X	E

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<u>Classification Title:</u> Contract-Architectural Services Project Manager												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$72.45	0	0	0	0	0	0						
\$5,796	0	0	0	0	0	0						
\$12,558	0	0	0	0	0	0	14N99	2	P	9410	Y	E

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<u>Classification Title:</u> Facilities Project Manager												
<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*	B U	FLSA Code*
\$37.875	\$39.951	\$42.142	\$44.455	\$46.893	\$49.237	\$51.701	72A88	2	OA	9410	X	E
\$3,030.00	\$3,196.08	\$3,371.36	\$3,556.40	\$3,751.44	\$3,938.96	\$4,136.08						
\$6,565	\$6,925	\$7,305	\$7,706	\$8,128	\$8,534	\$8,962						

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<u>Classification Title:</u> Facilities Project Specialist												
<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*	B U	FLSA Code*
\$27.466	\$28.97	\$30.559	\$32.236	\$34.005	\$35.705	\$37.49	72A90	16	SC	9410	F	E
\$2,197.28	\$2,317.60	\$2,444.72	\$2,578.88	\$2,720.40	\$2,856.40	\$2,999.20						
\$4,761	\$5,021	\$5,297	\$5,588	\$5,894	\$6,189	\$6,498						

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<u>Classification Title:</u> General Services Manager												
<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*	B U	FLSA Code*
\$31.675	\$33.412	\$35.246	\$37.179	\$39.218	\$41.179	\$43.24	14K39	2	P	9420	X	E
\$2,534.00	\$2,672.96	\$2,819.68	\$2,974.32	\$3,137.44	\$3,294.32	\$3,459.20						
\$5,490	\$5,791	\$6,109	\$6,444	\$6,798	\$7,138	\$7,495						

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<u>Classification Title:</u> General Services Manager I												
<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*	B U	FLSA Code*
\$31.675	\$33.412	\$35.246	\$37.179	\$39.218	\$41.179	\$43.24	14N20	2	OA	9410	X	E
\$2,534.00	\$2,672.96	\$2,819.68	\$2,974.32	\$3,137.44	\$3,294.32	\$3,459.20						
\$5,490	\$5,791	\$6,109	\$6,444	\$6,798	\$7,138	\$7,495						

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<u>Classification Title:</u> General Services Manager 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*	B U	FLSA Code*
\$36.019	\$37.995	\$40.078	\$42.277	\$44.593	\$46.824	\$49.165	14N21	2	OA	9410	X	E
\$2,881.52	\$3,039.60	\$3,206.24	\$3,382.16	\$3,567.44	\$3,745.92	\$3,933.20						
\$6,243	\$6,586	\$6,947	\$7,328	\$7,729	\$8,116	\$8,522						

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<u>Classification Title:</u> General Services Manager III												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$37.875	\$39.951	\$42.142	\$44.455	\$46.893	\$49.237	\$51.701	14N22	2	OA	9410	X	E
\$3,030.00	\$3,196.08	\$3,371.36	\$3,556.40	\$3,751.44	\$3,938.96	\$4,136.08						
\$6,565	\$6,925	\$7,305	\$7,706	\$8,128	\$8,534	\$8,962						

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- b. Amend the Resource Management Agency's Unit 8176 - Facilities Admin and Unit 8195 - Construction to approve reallocations and reclassifications as indicated by position numbers below and in Attachment A;

**Resources Management Agency 3000 – Unit 8176 - Facilities Admin
Reallocate Positions and Reclassify Incumbents**

From/To		Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	14N22	General Services Manager III	0001	(1.0)	0.0
To	74D85	Maintenance Manager	0001	1.0	1.0

**Resources Management Agency 3000 – Unit 8195 - Construction
Reallocate Positions and Reclassify Incumbents**

From/To		Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	14C31	Management Analyst III	0002	(1)	1.0
To	14A11	Project Manager II	0001	1	1.0
From	14A61	Assistant Architectural Services Manager	0001	(1)	0.0
To	14A12	Project Manager III	0001	1.0	1.0

**Resources Management Agency 3000 – Unit 8195 – Construction
Reallocate Positions**

(This action will not impact incumbent currently in a Management Analyst II classification)

From	72A88	Facilities Project Manager	0001	(1)	0.0
To	14C30	Management Analyst II	0001	1	2.0

**Resources Management Agency 3000 – Unit 8183 - Real Property
Reallocate Vacant Positions**

From/To		Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	XXXXX	TBD	0001	(1.0)	2.0
To	14A12	Project Manager III	0001	1.0	1.0

From	XXXXXX	TBD	0002	(1.0)	1.0
To	14C74	Real Property Specialist	0002	1.0	2.0
From	XXXXXX	TBD	0003	(1.0)	0.0
To	80E21	Office Assistant II	0001	1.0	1.0

- c. Amend Natividad Medical Center's Unit 8348 - Plant Maintenance to approve reallocations and reclassifications as indicated by position numbers below and in Attachment A;

Natividad Medical Center 9600 – Unit 8348 – Plant Maintenance
 Reallocate Positions and Reclassify Incumbents

From/To		Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	72A90	Facilities Project Specialist	0001	(1)	1.0
To	14A12	Project Manager III	0001	1	1.0

- d. Authorize the Auditor Controller to incorporate the approved changes in the FY 2014-15 Adopted Budget and direct the County Administrative Office to incorporate the approved position changes in the FY 2014-15 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this _____ day of _____, 2015, by the following vote, to-wit:

AYES:
 NOES:
 ABSENT:

I, Gail T. Borkowski, 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: Gail T. Borkowski, Clerk of the Board of Supervisors
 County of Monterey, State of California

By _____, Deputy