



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: RES 25-173

December 09, 2025

Introduced: 11/21/2025

Current Status: Agenda Ready

Version: 2

Matter Type: BoS Resolution

- a. Amend the FY 2025-26 Department of Social Services Adopted Budget, Fund 001, Department 5010, Unit 8262 to approve the reallocation and reclassification of one (1) Management Analyst II to one (1) Management Analyst III as indicated in Attachment A; and
- b. Direct the County Administrative Office and the Auditor-Controller to incorporate the approved position changes in the FY 2025-26 Adopted Budget and the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) system.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Amend the FY 2025-26 Department of Social Services Adopted Budget, Fund 001, Department 5010, Unit 8262 to approve the reallocation and reclassification of one (1) Management Analyst II to one (1) Management Analyst III as indicated in Attachment A; and
- b. Direct the County Administrative Office and the Auditor-Controller to incorporate the approved position changes in the FY 2025-26 Adopted Budget and the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) system.

SUMMARY:

At the direction of the Governor, the County's Department of Social Services has assumed expanded responsibility for addressing homelessness, resulting in substantial operational and programmatic transformation. Without reclassification to Management Analyst III, the position would lack the necessary authority and capacity to effectively manage compliance, reduce operational inefficiencies, and ensure continuity of vital homeless services in Monterey County.

DISCUSSION:

The expected duties of the newly reallocated Management Analyst III involve full supervision of a Management Analyst II and a Social Service Aide II, encompassing structured mentorship, performance evaluation, regulatory compliance oversight, and complex operational guidance. Approval supports the department's need for sophisticated oversight, structured staff development, and sound decision-making aligned with MA III-level expectations.

OTHER AGENCY INVOLVEMENT/COMMITTEE ACTIONS:

The County Administrative Office and the County of Monterey Human Resources Department have reviewed and approved the proposed reallocation.

FINANCING:

The salary and benefits increase for the Department of Social Services Budget Unit 8262 - Fund 001 - Appropriation Unit SOC005 for the remainder of FY 2025-26 is approximately \$6,919 or \$11,861 annually and is anticipated to be absorbed within the department's existing appropriations.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:

The proposed recommended actions demonstrate the County's commitment in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of the County of Monterey.

Mark a check to the related Board of Supervisors Strategic Plan Goals:

- ☐ Well-Being and Quality of Life
- ☐ Sustainable Infrastructure for the Present and Future
- ☐ Safe and Resilient Communities
- ☐ Diverse and Thriving Economy
- ☒ Dynamic Organization and Employer of Choice

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Attachments: Attachment A
Resolution