



# Monterey County

168 West Alisal Street,  
1st Floor  
Salinas, CA 93901  
831.755.5066

## Board Order

### Resolution No. 16-027

Upon motion of Supervisor Phillips, seconded by Supervisor Salinas, and carried by those members present, the Board of Supervisors hereby:

- a. Amended and approved Personnel Policies and Practices Resolution (PPPR) No. 98-394 to adjust the salary range for the classification of Workforce Investment Board (WIB) Employment Program Supervisor (60G43) from \$4,716-\$6,438 to \$5,030-\$6,866; and
- b. Directed the Human Resources Department to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this 9th day of February 2016, by the following vote, to wit:

AYES: Supervisors Armenta, Phillips, Salinas, Parker and Potter

NOES: None

ABSENT: None

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 78 for the meeting on February 9, 2016.

Dated: February 16, 2016  
File ID: 16-081

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

By Denise Hancock  
Deputy

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

PPPR Control No. 16-001  
HRM Control No.16-001

**Resolution No. 16-027**

- a. Amend the Personnel Policies and Practices Resolution (PPPR) No. 98-394 to approve and adjust the salary range as indicated in the Appendix A for the classification of Workforce Investment Board (WIB) Employment Program Supervisor (60G43);
- b. Approve and authorize recommended salary adjustment retroactive to November 5, 2015, which was the point in time the class study was complete and approved by the union; and
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM system.....

WHEREAS, at the request of Service Employee International Union (SEIU) and three Workforce Investment Board (WIB) Employment Program Supervisors, Human Resources conducted a follow up classification study of the Workforce Investment Board Employment Program Supervisor classification; and

WHEREAS, the wage review and classification studies determined that the WIB Employment Program Supervisor were 6.65% below the average compensation of comparable positions compared to approved comp counties.

NOW, THEREFORE, the Monterey County Board of Supervisors hereby resolved to approve the following:

- a. Amend the Personnel Policies and Practices Resolution (PPPR) No. 98-394 to approve and adjust the salary range as indicated in the Appendix A for the classification of Workforce Investment Board (WIB) Employment Program Supervisor (60G43);

**From**

**Classification Title: WIB Employment Programs Supervisor  
Hourly, Bi-Weekly and Monthly Pay Rates**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG*	W/C*	BU	FLSA Code*	EEO Cat*
27.21	28.703	30.277	31.937	33.688	35.373	37.143	60G43	3	8810	F	E	P
2176.8	2296.24	2422.16	2554.96	2695.04	2829.84	2971.44	60G43	3	8810	F	E	P
4716	4975	5248	5536	5839	6131	6438	60G43	3	8810	F	E	P

\*provided information on purposes only

**To**

**Classification Title: WIB Employment Programs Supervisor  
Hourly, Bi-Weekly and Monthly Pay Rates**

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG*	W/C*	BU	FLSA Code*	EEO Cat*
29.02	30.61	32.29	34.06	35.93	37.73	39.613	60G43	3	8810	F	E	P
2321.6	2448.8	2583.2	2724.8	2874.4	3018.4	3169.04	60G43	3	8810	F	E	P
5030.133	5305.733	5596.933	5903.733	6,227.867	6539.867	6866.253	60G43	3	8810	F	E	P

\*provided information on purposes only

- b. Approve and authorize recommended salary adjustment retroactive to November 5, 2015, which was the point in time the class study was complete and approved by the union; and

**PASSED AND ADOPTED** upon motion of Supervisor Phillips, seconded by Supervisor Salinas carried this 9th day of February 2016, by the following vote, to wit:

AYES: Supervisors Armenta, Phillips, Salinas, Parker and Potter  
NOES: None  
ABSENT: None

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 78 for the meeting on February 9, 2016.

Dated: February 11, 2016  
File Number: 16-081

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

By   
Deputy