



# Monterey County

**Item No.**

## Board Report

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

**Legistar File Number: RES 22-136**

**July 12, 2022**

**Introduced:**

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** BoS Resolution

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary range for the classification of Military & Veterans Affairs Officer as indicated in Attachment A; and
- b. Direct the County of Monterey Human Resources Department to implement the changes in the Advantage HRM System.

RECOMMENDATION:

It is recommended that the Board of Supervisors adopts a Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary range for the classification of Military & Veterans Affairs Officer as indicated in Attachment A; and
- b. Direct the County of Monterey Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

The County of Monterey Department of Social Services requested a base wage compensation study of the Military & Veterans Affairs Officer classification in order to identify if the base wage salary is appropriately compensated.

The Human Resources Department conducted the base wage compensation study. The results of the external review of comparable positions within the County’s labor market identified two (2) matches. The County Compensation Philosophy requires a minimum of three (3) benchmark classification matches with our comparable agencies in order to provide sufficient data for analyzing and determining a base wage comparison. The County’s Compensation Philosophy further states that in the absence of sufficient external data comparisons, the County will use internal comparisons to set base wages for classifications. The Human Resources Department completed an internal comparison analysis of this position and other classifications in the County that have a similar scope, complexity, and consequence of error. The Human Resources Department recommends a base wage increase of approximately 13% at top step for the Military & Veterans Affairs Officer classification based on the internal analysis.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office and Department of Social Services concur with the recommendations.

FINANCING:

The salary and benefits increased costs for Department of Social Services - Military & Veterans Services Budget Unit 8260 - Fund 001 - Appropriation Unit SOC003 for the remainder of FY 2022-23 is approximately \$22,672 or \$23,579 annually. The increased costs are anticipated to be absorbed within the Department of Social Services FY 2022-23 Adopted Budget.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Prepared By: Kim Moore, Assistant Director of Human Resources  
 Approved by: Irma Ramirez-Bough, Director of Human Resources, 755-5043

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 Kim Moore  
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Attachment:  
 Attachment A  
 Resolution

cc: Lori Medina, Director of Social Services