

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

Resolution No: RES13-360

PPPR Control #:08-015  
ACZZ Control #:08-015

- a. Amend Personnel Policies and Practices Resolution No. 98-394 to: create the new classification of Assistant Library Director; increase the salary ranges of existing classifications, specifically: Library Page, Library Assistant I, Library Assistant II, Library Assistant III, and Managing Librarian; re-title, change salary ranges and bargaining units of Librarian, Supervising Librarian, and Principal Librarian classifications; and re-title and change salary range of County Librarian classification; )
- b. Authorize the County Administrative Office to incorporate the approved changes in the FY 2013-14 County Library Adopted Budget; and )
- c. Authorize the County Administrative Office, Human Resources Department and Auditor-Controller to take necessary action to implement these recommendations into the Advantage system..... )

WHEREAS the Monterey County Free Libraries Strategic Plan 2013-2016 was approved by the Board of Supervisors in April 2013, and included a reorganization of Reference Services, Youth/Adult Programs, and the Literacy Program; and

WHEREAS, study No. 13-016 dated October 31, 2013 was conducted by the department in order to evaluate classification updates and comparable agency salary ranges, and

WHEREAS the Monterey County Free Libraries supports the recommendations resulted from the study and recommends their implementation;

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors in and for the county of Monterey does hereby:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 to: create the new classification of Assistant Library Director; increase the salary ranges of existing classifications, specifically: Library Page, Library Assistant I, Library Assistant II, Library Assistant III, and Managing Librarian; re-title, change salary ranges and bargaining units of Librarian, Supervising Librarian, and Principal Librarian classifications; and re-title and change salary range of County Librarian classification, as detailed in Attachment A;
- b. Authorize the County Administrative Office to incorporate the approved changes in the FY 2013-14 County Library Adopted Budget; and
- c. Authorize the County Administrative Office, Human Resources Department and Auditor-Controller to take necessary action to implement these recommendations into the Advantage system.

PASSED AND ADOPTED this \_\_\_\_\_ day \_\_\_\_\_, 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 the Board of Supervisors  
County of Monterey, State of California

By \_\_\_\_\_  
, Deputy

<u>Classification Title:</u> Assistant Library Director													
<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*	BU	FLSA Code*	MoCo OT*
\$40.329	\$42.541	\$44.874	\$47.336	\$49.932	\$52.429	\$55.050							
\$3,226.28	\$3,403.25	\$3,589.93	\$3,786.84	\$3,994.56	\$4,194.29	\$4,404.00	12C04	01	OA	8810	Y	E	E
\$6,990	\$7,374	\$7,778	\$8,205	\$8,655	\$9,088	\$9,542							

<u>Classification Title:</u> Library Page													
<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*	BU	FLSA Code*	MoCo OT*
\$8.359	\$8.817	\$9.301	\$9.811	\$10.349	\$10.867	\$11.410							
\$668.70	\$705.38	\$744.07	\$784.88	\$827.94	\$869.33	\$912.80	80C24	18	OC	8810	J	N	Y
\$1,449	\$1,528	\$1,612	\$1,701	\$1,794	\$1,884	\$1,978							

<u>Classification Title:</u> Library Assistant 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*	MoCo OT*
\$13.619	\$14.366	\$15.154	\$15.985	\$16.862	\$17.705	\$18.59							
\$1,089.49	\$1,149.25	\$1,212.29	\$1,278.79	\$1,348.93	\$1,416.38	\$1,487.20	80C01	14	PP	8810	J	N	Y
\$2,361	\$2,490	\$2,627	\$2,771	\$2,923	\$3,069	\$3,222							

<u>Classification Title:</u> Library Assistant 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*	MoCo OT*
\$15.772	\$16.638	\$17.550	\$18.513	\$19.528	\$20.505	\$21.53							
\$1,261.80	\$1,331.01	\$1,404.02	\$1,481.03	\$1,562.27	\$1,640.38	\$1,722.40	80C21	18	PP	8810	J	N	Y
\$2,734	\$2,884	\$3,042	\$3,209	\$3,385	\$3,554	\$3,732							

<u>Classification Title:</u> Library Assistant III													
<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*	MoCo OT*
\$17.772	\$18.747	\$19.776	\$20.860	\$22.005	\$23.105	\$24.26							
\$1,421.79	\$1,499.78	\$1,582.05	\$1,668.82	\$1,760.36	\$1,848.38	\$1,940.80	80C22	13	PP	8810	F	N	E
\$3,081	\$3,250	\$3,428	\$3,616	\$3,814	\$4,005	\$4,205							

<u>Classification Title:</u> Managing Librarian													
<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*	BU	FLSA Code*	MoCo OT*
\$33.413	\$35.246	\$37.179	\$39.218	\$41.370	\$43.438	\$45.61							
								03	P	8810	X	E	

