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:	
	f Supervisors of the County of Monterey, State of California, hereby certify nal order of said Board of Supervisors duly made and entered in the minutes on
Dated:	Gail T. Borkowski, Clerk of the Board of the Board of Supervisors County of Monterey, State of California
	Ву
	, Deputy

Classificati	ion Title: As	ssistant Libr	ary Director										
	<u>Hou</u>	ırly, Bi-Wee	ekly and Mo	nthly Pay R	ates_								
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	Е
\$6,990	\$7,374	\$7,778	\$8,205	\$8,655	\$9,088	\$9,542							

Classificat	ion Title: L	ibrary Page											
	<u>Hou</u>	rly, Bi-Wee	ekly and Mo	onthly Pay I	Rates								
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							

Classificati	ion Title: Li	brary Assist	ant I										
	Hou	ırly, Bi-Wee	ekly and Mo	nthly Pay R	ates_								
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							

Classificat	ion Title: Li	ibrary Assis	tant II										
	<u>Hou</u>	rly, Bi-Wee	kly and Mo	nthly Pay R	<u>Lates</u>								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code		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							

Classificat	ion Title: Li	brary Assis	tant III										
	<u>Hou</u>	rly, Bi-Wee	ekly and Mo	nthly Pay R	<u>Lates</u>								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	WG	_	W/C*	В		MoCo
Бкер 1	Step 2	экер э	экер 4	экер 3	экер о	этер т	Code	*	Cat*		U	Code*	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	Е
\$3,081	\$3,250	\$3,428	\$3,616	\$3,814	\$4,005	\$4,205							

Classificat	ion Title: M	anaging Lib	orarian										
	Hou	rly, Bi-Wee	kly and Mo	nthly Pay R	<u> Lates</u>								
Step 1	Step 2	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	Е	

\$2,673.04	\$2,819.66	\$2,974.32	\$3,137.47	\$3,309.57	\$3,475.05	\$3,648.80	65A85					ĺ	Е
\$5,792	\$6,109	\$6,444	\$6,798	\$7,171	\$7,529	\$7,906							
							1	1	1	1	ı	1	T
<u> Classificati</u>	on Title: Li	brarian – Re	title to Lib	rarian I									
	Hou	ırly, Bi-Wee	kly and Mo	nthly Pay R	ates								
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*
\$20.879	\$22.024	\$23.232	\$24.506	\$25.850	\$27.143	\$28.50			Ī				
\$1,670.28	\$1,761.90	\$1,858.54	\$1,960.49	\$2,068.03	\$2,171.43	\$2,280.00	65A31	03	P	8810	F	Е	E
\$3,619	\$3,817	\$4,027	\$4,248	\$4,481	\$4,705	\$4,940							
							1			-			
Classifica	tion Title: S	Supervising	Librarian – l	Re-title to L	ibrarian II								
	<u>Ho</u>	urly, Bi-We	ekly and Mo	onthly Pay F	Rates_								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*		FLSA Code*	MoCo OT*
\$25.076	\$26.452	\$27.903	\$29.433	\$31.048	\$32.600	\$34.23							
\$2,006.10	\$2,116.13	\$2,232.21	\$2,354.65	\$2,483.81	\$2,608.00	\$2,738.40	65A33	18	OC	8810	X	E	Е
\$4,347	\$4,585	\$4,836	\$5,102	\$5,382	\$5,651	\$5,933							
Classifica	tion Title: F	rincipal Lib	rarian – Re-	Title to Lib	rarian III								
	Ho	urly, Bi-We	ekly and Mo	onthly Pay F	Rates_								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*		FLSA Code*	MoCo OT*
\$28.937	\$30.524	\$32.198	\$33.965	\$35.828	\$37.619	\$39.50							
\$2,314.95	\$2,441.93	\$2,575.88	\$2,717.17	\$2,866.21	\$3,009.52	\$3,160.00	65A40	03	P	8810	X	Е	Е
\$5,016	\$5,291	\$5,581	\$5,887	\$6,210	\$6,521	\$6,847							
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<u>Classificati</u>	on Title: Co	unty Librar	ian – Re-Tit	le to Library	y Director								
	Hou	rly, Bi-Wee	kly and Mo	nthly Pay R	ates								
C4 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*
Step 1	\$57.957	\$61.136	\$64.490	\$68.027	\$71.429	\$75.000							
\$54.943												ı —	
\$54.943	\$4,636.58 \$10,046	\$4,890.91 \$10,597	\$5,159.18 \$11,178	\$5,442.18 \$11,791	\$5,714.29 \$12,381	\$6,000.00 \$13,000	11A05	0	Е	8810	Y	Е	Е