

*Before the Board of Supervisors  
County of Monterey, State of California*

**Resolution No.: 23-485**

PPPR Control No. 23-055 )  
HRM Control No. 23-049 )

Adopts a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary range of the Social Services Aide I-II classifications as indicated below effective December 2, 2023;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary range of the Eligibility Specialist I-II-III and Eligibility Supervisor classifications as indicated below effective December 2, 2023;
- c. Direct the Human Resources Department, County Administrative Office, and Auditor-Controller's Office to implement the changes in the Advantage Human Resources Management (HRM) system.

**WHEREAS**, the Human Resources Department conducted a base wage compensation study of the Social Services Aide I-II classification series which determined that it was approximately 19.94% below the mean of the County's comparable agencies and is recommended to be adjusted by the approximate percentage identified at top step; and

**WHEREAS**, the Human Resources Department conducted a base wage compensation study of the Eligibility Specialist I-II-III and Eligibility Supervisor classifications which determined that they were approximately 13.49% below the mean of the County's comparable agencies and is recommended to be adjusted by the approximate percentage identified at top step;

**WHEREAS**, to implement the recommendations, the action requires the Personnel Policies and Practices Resolution No. 98-394 Appendix A to be amended;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Supervisors in and for the County of Monterey as follows:

1. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary range of the Social Services Aide I-II classifications as indicated below effective December 2, 2023:

Classification Title: <b>Social Services Aide I</b>							Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$20.366	\$21.486	\$22.668	\$23.915	\$25.230	\$26.491	\$27.816	60D10	14	PP	9420	K	N
\$1,629.30	\$1,718.91	\$1,813.44	\$1,913.18	\$2,018.39	\$2,119.31	\$2,225.28						
\$3,530	\$3,724	\$3,929	\$4,145	\$4,373	\$4,592	\$4,821						

\*Provided for information purposes only.

<u>Classification Title: Social Services Aide II</u>							Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$22.506	\$23.743	\$25.049	\$26.427	\$27.880	\$29.274	\$30.738	60D11	14	PP	9420	K	N
\$1,800.45	\$1,899.47	\$2,003.94	\$2,114.15	\$2,230.42	\$2,341.94	\$2,459.04						
\$3,901	\$4,116	\$4,342	\$4,581	\$4,833	\$5,074	\$5,328						

\*Provided for information purposes only.

- The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary range of the Eligibility Specialist I-II-III and Eligibility Supervisor classifications as indicated below effective December 2, 2023:

<u>Classification Title: Eligibility Specialist I</u>							Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$23.528	\$24.822	\$26.187	\$27.627	\$29.146	\$30.604	\$32.134	25E01	14	PP	8810	K	N
\$1,882.22	\$1,985.74	\$2,094.95	\$2,210.17	\$2,331.72	\$2,448.30	\$2,570.72						
\$4,078	\$4,302	\$4,539	\$4,789	\$5,052	\$5,305	\$5,570						

\*Provided for information purposes only.

<u>Classification Title: Eligibility Specialist II</u>							Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$26.463	\$27.918	\$29.454	\$31.074	\$32.783	\$34.422	\$36.143	25E21	14	PP	8810	K	N
\$2,117.05	\$2,233.48	\$2,356.31	\$2,485.90	\$2,622.62	\$2,753.75	\$2,891.44						
\$4,587	\$4,839	\$5,105	\$5,386	\$5,682	\$5,966	\$6,265						

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<u>Classification Title: Eligibility Specialist III</u>							Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$29.241	\$30.849	\$32.546	\$34.336	\$36.224	\$38.035	\$39.937	25E22	14	PP	8810	K	N
\$2,339.28	\$2,467.93	\$2,603.66	\$2,746.85	\$2,897.92	\$3,042.82	\$3,194.96						
\$5,068	\$5,347	\$5,641	\$5,952	\$6,279	\$6,593	\$6,922						

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Classification Title: <b>Eligibility Supervisor</b>							Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$32.880	\$34.688	\$36.596	\$38.609	\$40.732	\$42.769	\$44.907	25E80	13	PP	8810	F	E
\$2,630.39	\$2,775.06	\$2,927.68	\$3,088.69	\$3,258.56	\$3,421.49	\$3,592.56						
\$5,699	\$6,013	\$6,343	\$6,692	\$7,060	\$7,413	\$7,784						

\*Provided for information purposes only.

- The Human Resources Department, County Administrative Office, and Auditor-Controller's Office are directed to implement the changes in the Advantage Human Resources Management (HRM) system.

PASSED AND ADOPTED on this 28<sup>th</sup> day of November 2023, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, and Askew

NOES: None

ABSENT: Supervisor Adams

Motion Passed 4 to 0

I, Valerie Ralph, 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 82 for the meeting November 28, 2023.

Dated: November 30, 2023

File ID: RES 23-220

Agenda Item No.: 53

Valerie Ralph, Clerk of the Board of Supervisors  
County of Monterey, State of California



Emmanuel H. Santos, Deputy