

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

Resolution No.: 21-424

- a. Approve the P-110 Compensation Philosophy Policy,)
 which supersedes the Composition and Utilization of)
 Agencies for Compensation Comparison)
 Memorandum;)
- b. Direct the Human Resources Department take the)
 necessary actions to implement the policy.)

WHEREAS, the County of Monterey Board of Supervisors in April 1989, approved the Composition and Utilization of Agencies for Compensation Comparison which outlined the County’s current comparable agencies for classification and compensation purposes; and

WHEREAS, the Human Resources recently completed a comprehensive labor market analysis that assessed data to ensure the County is providing fair and competitive compensation for its workforce; and

WHEREAS, in addition to conducting labor market research, the Human Resources Department worked closely with Natividad, County Administrative Office, and Office of the County Counsel to draft P-110 Compensation Philosophy Policy to outline the County’s comparable agencies for both countywide and hospital specific classifications; and

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

- 1. The P-110 Compensation Philosophy is approved;
- 2. The Human Resources Department are directed to take the necessary actions to implement the policy.

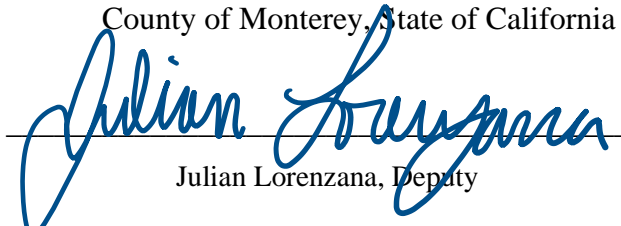
PASSED AND ADOPTED on this 7th day of December 2021, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Askew and Adams
NOES: None
ABSENT: None
(Government Code 54953)

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 December 7, 2021.

Dated: December 13, 2021
File ID: RES 21-221
Agenda Item No.: 80

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


Julian Lorenzana, Deputy