



## Monterey County Board of Supervisors

### Board Order

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1st Floor  
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A motion was made by Supervisor John M. Phillips, seconded by Supervisor Mary L. Adams to:

#### **Adopt Resolution No.: 21-202**

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

PASSED AND ADOPTED on this 13<sup>th</sup> day of July 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 July 13, 2021.

Dated: July 15, 2021  
File ID: RES 21-114  
Agenda Item No.: 52

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

  
Julian Lorenzana, Deputy

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

**Resolution No.: 21-202**

PPPR Control No. 21-003 )

HRM Control No. 21-003 )

Adopt a Resolution to: )

a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Assistant Director Social Services classification as indicated in Attachment A; and )

b. Direct the County of Monterey Human Resources Department to implement the changes in the Advantage HRM System. )

**WHEREAS**, the Department of Social Services requested the Human Resources Department to conduct a compensation study for the classification of Assistant Director Social Services; and

**WHEREAS**, the Human Resources Department completed the compensation study and the findings identified the salary range for the classification of Assistant Director Social Services is 12.85% below the market average of the comparable agencies; and

**WHEREAS**, the Human Resources Department recommends the salary range be adjusted in order to align with the labor market; and

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

**NOW, THEREFORE**, the Monterey County Board of Supervisors hereby resolved to approve the following:

- a) The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary range for the classification of Assistant Director Social Services, as indicated below;

**Adjust Salary Range**

Classification Title: Assistant Director Social Services							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						
\$72.029	\$75.990	\$80.169	\$84.578	\$89.230	\$93.691	\$98.376	12C13	1	OA	8810	Y	E
\$5,762.30	\$6,079.21	\$6,413.55	\$6,766.27	\$7,138.40	\$7,495.31	\$7,870.08						
\$12,485	\$13,172	\$13,896	\$14,660	\$15,467	\$16,240	\$17,052						

\*provided for information purposes only

- b) The Human Resources Department is directed to implement the changes in the Advantage HRM System.

**PASSED AND ADOPTED** on this 13<sup>th</sup> day of July 2021, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Askew and Adams

NOES: None

ABSENT: None

(Government Code 54953)

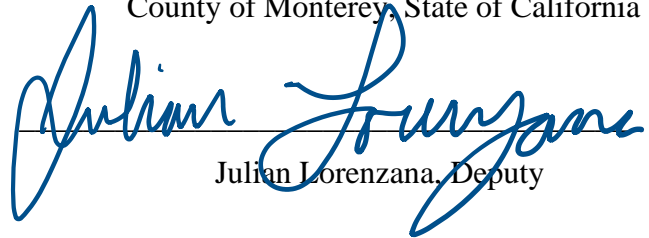
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting July 13, 2021.

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



Julian Lorenzana, Deputy

**ATTACHMENT A**

**Adjust Salary Range**

Classification Title: <b>Assistant Director Social Services</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						
\$72.029	\$75.991	\$80.170	\$84.579	\$89.231	\$93.692	\$98.377	12C13	1	OA	8810	Y	E
\$5,762.36	\$6,079.27	\$6,413.61	\$6,766.34	\$7,138.47	\$7,495.39	\$7,870.16						
\$12,485	\$13,172	\$13,896	\$14,660	\$15,467	\$16,240	\$17,052						

\*provided for information purposes only