

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

**Resolution No.: 23-024**

PPPR Control No. 23-009 )  
HRM Control No. 23-009 )

Adopts a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) Appendix A to adjust the base wage salary ranges of the Social Worker I-V and Social Work Supervisor I-II classifications as indicated below; )
- b. Amend Personnel Policies and Practices Resolution (PPPR) Appendix A to adjust the base wage salary ranges of the Program Manager I-II classifications as indicated below; )
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM system. )

**WHEREAS**, the Human Resources Department completed a base wage compensation study of the Social Worker classification series which includes the Social Worker I-V and Social Work Supervisor I-II classifications; and

**WHEREAS**, the base wage salary of the benchmark class of Social Worker II was found to be approximately 10.87% below the salary mean of the County’s comparable agencies’ classifications and it is recommended to adjust the base wage salary of the Social Worker II classification by the respective approximate percentage at top step and maintain the current spread of the classification series; and

**WHEREAS**, it was found that Social Work Supervisor I-II positions in the Department of Social Services normally report to Program Managers and increasing the salary of the Social Worker series would result in a decrease of the salary spread between the Program Manager II and the Social Work Supervisor II that may hinder succession opportunities; and

**WHEREAS**, this prompted the Human Resources Department to complete a base wage compensation study of the benchmark class of Program Manager II which determined that it is approximately 5.75% below the mean of the County’s comparable agencies’ classifications and it is recommended to adjust the base wage salary of the Program Manager II classification by the respective approximate percentage at top step and maintain the current spread of the classification series; and

**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. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the base wage salary ranges of the Social Worker I-V and Social Work Supervisor I-II classifications as indicated:

<b>Classification Title: Social Worker I</b>							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						
\$26.886	\$28.364	\$29.924	\$31.570	\$33.306	\$34.971	\$36.720	60C01	14	PP	9410	K	N
\$2,150.85	\$2,269.14	\$2,393.93	\$2,525.59	\$2,664.49	\$2,797.71	\$2,937.60						
\$4,660	\$4,916	\$5,187	\$5,472	\$5,773	\$6,062	\$6,365						

\*Provided for information purposes only.

<b>Classification Title: Social Worker II</b>							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						
\$29.857	\$31.500	\$33.232	\$35.060	\$36.988	\$38.837	\$40.779	60C21	14	PP	9410	K	N
\$2,388.60	\$2,519.96	\$2,658.55	\$2,804.77	\$2,959.02	\$3,106.97	\$3,262.32						
\$5,175	\$5,460	\$5,760	\$6,077	\$6,411	\$6,732	\$7,068						

\*Provided for information purposes only.

<b>Classification Title: Social Worker III</b>							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						
\$32.991	\$34.806	\$36.720	\$38.739	\$40.870	\$42.913	\$45.059	60C22	13	PP	9410	K	N
\$2,639.30	\$2,784.45	\$2,937.59	\$3,099.14	\$3,269.59	\$3,433.07	\$3,604.72						
\$5,718	\$6,033	\$6,365	\$6,715	\$7,084	\$7,438	\$7,810						

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<b>Classification Title: Social Worker IV</b>							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						
\$36.446	\$38.451	\$40.565	\$42.796	\$45.150	\$47.408	\$49.778	60C23	05	P	9410	K	E
\$2,915.71	\$3,076.06	\$3,245.24	\$3,423.72	\$3,612.01	\$3,792.61	\$3,982.24						
\$6,317	\$6,665	\$7,031	\$7,418	\$7,826	\$8,217	\$8,628						

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<b>Classification Title: Social Worker V</b>							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						
\$39.281	\$41.442	\$43.721	\$46.125	\$48.662	\$51.095	\$53.650	60C24	05	P	9410	K	E
\$3,142.51	\$3,315.34	\$3,497.67	\$3,690.03	\$3,892.97	\$4,087.62	\$4,292.00						
\$6,809	\$7,183	\$7,578	\$7,995	\$8,435	\$8,857	\$9,299						

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<b>Classification Title: Social Work Supervisor I</b>							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						
\$38.099	\$40.194	\$42.405	\$44.737	\$47.197	\$49.557	\$52.035	60C80	05	P	9410	F	E
\$3,047.91	\$3,215.54	\$3,392.38	\$3,578.95	\$3,775.78	\$3,964.57	\$4,162.80						
\$6,604	\$6,967	\$7,350	\$7,754	\$8,181	\$8,590	\$9,019						

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<b>Classification Title: Social Work Supervisor II</b>							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						
\$44.250	\$46.684	\$49.251	\$51.960	\$54.817	\$57.558	\$60.436	60C81	05	P	9410	F	E
\$3,539.99	\$3,734.68	\$3,940.08	\$4,156.77	\$4,385.38	\$4,604.65	\$4,834.88						
\$7,670	\$8,092	\$8,537	\$9,006	\$9,502	\$9,977	\$10,476						

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2. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the base wage salary ranges of the Program Manager I-II classifications as indicated:

<b>Classification Title: Program Manager I</b>							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						
\$45.708	\$48.222	\$50.874	\$53.672	\$56.624	\$59.455	\$62.428	14M01	03	P	8810	X	E
\$3,656.67	\$3,857.78	\$4,069.94	\$4,293.78	\$4,529.92	\$4,756.42	\$4,994.24						
\$7,923	\$8,359	\$8,818	\$9,303	\$9,815	\$10,306	\$10,821						

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<b>Classification Title: Program Manager II</b>							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						
\$47.830	\$50.460	\$53.235	\$56.163	\$59.252	\$62.214	\$65.325	60I02	02	P	8810	X	E
\$3,826.36	\$4,036.80	\$4,258.81	\$4,493.03	\$4,740.14	\$4,977.14	\$5,226.00						
\$8,290	\$8,746	\$9,227	\$9,735	\$10,270	\$10,784	\$11,323						

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3. The Human Resources Department is directed to implement the changes in the Advantage HRM system.

**PASSED AND ADOPTED** on this 7<sup>th</sup> day of February 2023, by roll call vote:

AYES: Supervisors Alejo, Church, Askew, and Adams


NOES: None

ABSENT: Supervisor Lopez  
(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 on February 7, 2023.

Dated: February 7, 2023  
File ID: RES 23-020  
Agenda Item No. 6

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

  
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Emmanuel H. Santos, Deputy