



Monterey County

Item No.

Board Report

Board of Supervisors
Chambers

168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: RES 21-162

September 14, 2021

Introduced: 8/31/2021

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to retitle the classification of Senior Deputy County Counsel to Chief Deputy County Counsel and adjust the salary range as indicated in Attachment A effective September 11, 2021;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the salary range of the Chief Deputy Public Defender as indicated in Attachment A effective September 11, 2021;
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

RECOMMENDATION:

It is recommended that the Board of Supervisors adopts a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to retitle the classification of Senior Deputy County Counsel to Chief Deputy County Counsel and adjust the salary range as indicated in Attachment A effective September 11, 2021;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the salary range of the Chief Deputy Public Defender as indicated in Attachment A effective September 11, 2021;
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

SUMMARY/DISCUSSION:

The Human Resources Department conducted a base wage compensation study of the Deputy County Counsel classification series and found the benchmark classification was 12.26% below the average of the County's comparable agencies. Historically the Deputy County Counsel, Deputy District Attorney and Deputy Public Defender classification series have been tied in base wages. The Board of Supervisors approved the implementation of the 12.26% base wage adjustment for the three attorney groups Units D, E and G through labor negotiations effective July 31, 2021. The implementation caused compaction to occur where the Senior Deputy County Counsel base wage is now 0.48% lower and the Chief Deputy Public Defender base wage is now only higher by 1.15% than the attorney IV classifications they directly supervise.

Further analysis identified the Senior Deputy County Counsel, and the Chief Deputy Public Defender are equal in nature in the scope and complexity of the work performed while the Chief Deputy Public Defender has a slightly higher base wage. To maintain consistency in the titling of classifications, it is recommended to retitle the Senior Deputy County Counsel to Chief Deputy County Counsel. To mitigate the compaction, it is further recommended to adjust the base wage of the Chief Deputy County Counsel by the same percentage as the attorney groups and to align the base wage of the Chief Deputy County Counsel and Chief Deputy Public Defender to compensate both equitably.

OTHER AGENCY INVOLVEMENT:

The Board of Supervisors Budget Committee, County Administrative Office, and Offices of County Counsel and Public Defender have reviewed and concur with the recommendations.

FINANCING:

The annualized salary and benefits increase for County Counsel Budget Unit 8057 - Fund 001 - Appropriation Unit COU001 is approximately \$90,400 for three (3) FTE. It is the intent to absorb the increase within existing appropriations and, if necessary, will bring forward a budget augmentation for consideration in the latter part of the fiscal year.

The annualized salary and benefits increase for Public Defender Budget Unit 8169 - Fund 001 - Appropriation Unit PUB001 is approximately \$100,500 and will be absorbed within the departments existing appropriations.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Kim Moore, Assistant Director of Human Resources

Approved by: Irma Ramirez-Bough, Director of Human Resources

DocuSigned by:
Kim Moore
9DCA12B0AFD74BD...

DocuSigned by:
Irma Ramirez-Bough
A7F557420537420...

Attachments:

Attachment A

Resolution