

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

**Resolution No.: 24-201**

PPPR Control No. 24-025 )  
HRM Control No. 24-025 )

Adopts a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to retile the classifications of Risk & Benefits Specialist-Confidential to Employee Benefits Technician-Confidential, Risk & Benefits Analyst to Employee Benefits Analyst I, Associate Risk and Benefits Analyst to Employee Benefits Analyst II, Senior Risk and Benefits Analyst to Employee Benefits Analyst III, and Supervising Risk and Benefits Analyst to Supervising Employee Benefits Analyst; )
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to retile the classifications of Risk & Benefits Analyst to Risk Management Analyst I, Associate Risk and Benefits Analyst to Risk Management Analyst II, Senior Risk and Benefits Analyst to Risk Management Analyst III, and Supervising Risk and Benefits Analyst to Supervising Risk Management Analyst; )
- c. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) system. )

**WHEREAS**, Human Resources and Risk Management were originally divisions of the County Administrative Office; and

**WHEREAS**, in 2012, the Human Resources Department was created, and the risk management function was transferred to the Office of County Counsel. As part of this transition, the employees in the Human Resources Department no longer performed risk management duties, and the employees in the Office of County Counsel no longer performed employee benefits functions. Therefore, it is necessary to update the classification specifications and create two separate class series; and

**WHEREAS**, to implement the recommendations, the action requires the Personnel Policies and Practices Resolution No. 98-394 Appendices A and B 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 Appendices A and B are amended to:

- a. Retitle the classification of Risk & Benefits Specialist-Confidential to Employee Benefits Technician-Confidential,

- b. Retitle the classifications as follows:

<u>From</u>	<u>To</u>	<u>Class Code</u>
Risk & Benefits Analyst	Employee Benefits Analyst I	14B61
Associate Risk & Benefits Analyst	Employee Benefits Analyst II	14B62
Senior Risk & Benefits Analyst	Employee Benefits Analyst III	14B63
Supervising Risk & Benefits Analyst	Supervising Employee Benefits Analyst	14B65

- c. Retitle the classifications as follows:

<u>From</u>	<u>To</u>	<u>Class Code</u>
Risk & Benefits Analyst	Risk Management Analyst I	14D01
Associate Risk & Benefits Analyst	Risk Management Analyst II	14D02

Senior Risk & Benefits Analyst	Risk Management Analyst III	14D03
Supervising Risk & Benefits Analyst	Supervising Risk Management Analyst	14D04

2. The Human Resources Department is directed to implement the changes in the Advantage Human Resources Management (HRM) system.

PASSED AND ADOPTED on this 25<sup>th</sup> day of June 2024, by roll call vote:

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

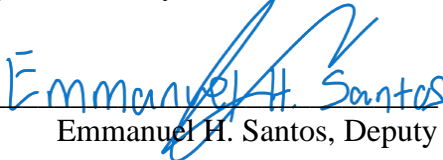
NOES: None

ABSENT: None

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 June 25, 2024.

Dated: July 1, 2024  
File ID: RES 24-114  
Agenda Item No. 78

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

  
Emmanuel H. Santos, Deputy