



Monterey County

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Board Report

Legistar File Number: RES 16-017

March 15, 2016

Introduced: 3/7/2016

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394, Appendices A and B, to reactivate the classification of Supervising Planner (41F23) and set salary as indicated in the attached resolution; (4/5 vote required)
- b. Authorize the Human Resources Department to implement the changes; and
- c. Authorize the County Administrative Office to incorporate the approved position changes in the FY 2015-16 RMA Adopted Budget (4/5 vote required).

..Report

RECOMMENDATION:

It is recommended effective March 19, 2016, the Board of Supervisors adopt a resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394, Appendices A and B, to reactivate the classification of Supervising Planner (41F23) and set salary as indicated in the attached resolution; (4/5 vote required)
- b. Authorize the Human Resources Department to implement the changes; and
- c. Authorize the County Administrative Office to incorporate the approved position changes in the FY 2015-16 RMA Adopted Budget (4/5 vote required).

SUMMARY/DISCUSSION:

The Supervising Planner classification and a Permit Center Supervisor classification, were consolidated in 2002 to create the Planning and Building Services Manager and reduce the hierarchical management structure within the single department. This was possible as there were ten (10) Planning and Building Services Managers on staff. Since that time, Planning and Building split into two separate departments and have become part of the Resource Management Agency. The Planning and Building Services Manager classification has now evolved into the RMA Services Manager (X-Unit) which is a broader, administrative classification and where five positions span the entire RMA.

The RMA transitioned from a model that had six (6) planning managers to a model that has three (3) managers and 16 professional planners. The manager of current planning supervises a staff of ten professional planners and oversees numerous projects of varying complexity. One planning manager retired who was, among other duties, overseeing the condition compliance program. With this vacancy, we are presented with an opportunity to further reduce planning managers and create better succession opportunity by re-establishing the planning supervisor position to assist the planning manager. This is a critical position to provide support for the current planning team manager.

This supervisory position will report to the current planning manager, which would allow the manager to oversee an assigned team function and organization with the supervisor assisting

with mentoring and performance management, report review and training, and can serve as a resource when the Manager is not available. This supervisory position shall remain as previously designated, exempt under Unit F-Supervisory.

For these reasons, it is recommended that your Board approve this action.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department concurs with the recommendations.

FINANCING:

There is no negative impact to the General Fund as a result of this recommended reactivation.

Approved by: Manuel T. González, Assistant CAO
Carl P. Holm, AICP, RMA Director

Handwritten signatures of Manuel T. González and Carl P. Holm. The signature of Manuel T. González is written in black ink and is positioned above the signature of Carl P. Holm, which is written in blue ink.

Attachments:
Resolution