

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

Resolution No.: _____ PPPR Control No. 20-014)
 _____ HRM Control No. 20-010)
 Adopt a Resolution to: _____)
 a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to _____)
 adjust the salary ranges of the Senior Inmate Services Specialist and Inmate Services _____)
 Specialist classifications effective August 1, 2020, as indicated in Attachment A; and _____)
 b. Direct the County of Monterey Human Resources Department to implement the _____)
 changes in the Advantage HRM System; and _____)
 c. Direct the Auditor-Controller to make retroactive payment to impacted employees _____)
 effective August 1, 2020. _____)

WHEREAS, the Human Resources Department completed a classification and compensation study in response to a request from Service Employees International Union (SEIU) Local 521; and

WHEREAS, the findings of the compensation study determined that the salary ranges for the classifications of Senior Inmate Services Specialist and Inmate Services Specialist be adjusted in order to align with the labor market; and

WHEREAS, these actions require the Personnel Policies and Practices Resolution No. 98-394 and Appendix A to be amended;

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

1. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A are amended to adjust the salary ranges for the classification of Senior Inmate Services Specialist and Inmate Services Specialist effective August 1, 2020, as indicated below;

Classification Title: Senior Inmate Services Specialist												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$23.337	\$24.620	\$25.974	\$27.403	\$28.910	\$30.355	\$31.873	72A40	16	SC	9420	J	N
\$1,866.94	\$1,969.61	\$2,077.93	\$2,192.22	\$2,312.78	\$2,428.42	\$2,549.84						
\$4,045	\$4,267	\$4,502	\$4,750	\$5,011	\$5,262	\$5,525						

*provided for information purposes only

Classification Title: Inmate Services Specialist												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$21.007	\$22.162	\$23.381	\$24.667	\$26.024	\$27.325	\$28.691	70N10	19	SM	9420	J	N
\$1,680.55	\$1,772.98	\$1,870.49	\$1,973.36	\$2,081.89	\$2,185.98	\$2,295.28						
\$3,641	\$3,841	\$4,053	\$4,276	\$4,511	\$4,736	\$4,973						

*provided for information purposes only

2. The County of Monterey Human Resources Department is hereby directed to implement these changes in the Advantage HRM System.
3. The Auditor-Controller is directed to make retroactive payment to impacted employees effective August 1, 2020.

PASSED AND ADOPTED on this ____ day of _____ 2020, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

(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 ____ for the meeting on _____, 2020.

Dated:

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

By _____
, Deputy