



Monterey County Board of Supervisors

168 West Alisal Street,
1st Floor
Salinas, CA 93901
831.755.5066

Board Order

Upon motion of Supervisor Potter, seconded by Supervisor Armenta and carried by those members present, the Board of Supervisors hereby:

Adopted Resolution 16-227 to:

- a. Amend the Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to increase the salary ranges of the classifications of Public Defender Investigator I-III and Supervising Public Defender Investigator, as indicated in Attachment A;
- b. Authorize the Auditor-Controller and the County Administrative Office to incorporate these changes in the Fiscal Year 2016-17 Budget; and
- c. Authorize the Human Resources Department to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this 30th day of August 2016, by the following vote, to wit:

AYES: Supervisors Armenta, Phillips, Salinas, Parker and Potter

NOES: None

ABSENT: None

I, Gail T. Borkowski, 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 79 for the meeting on August 30, 2016.

Dated: September 1, 2016
File ID: 16-1005

Gail T. Borkowski, Clerk of the Board of Supervisors
County of Monterey, State of California

By Denise Hancock
Deputy

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

PPPR Control No. 16-023
HRM Control No. 16-021

- Resolution No.: 16-227**)
 a. Amend the Personnel Policies and Practices)
 Resolution (PPPR) No. 98-394 Appendix A)
 to increase the salary ranges of the)
 classifications of Public Defender Investigator)
 I-III and Supervising Public Defender)
 Investigator, as indicated in Attachment A;)
 b. Authorize the Auditor-Controller and the)
 County Administrative Office to incorporate)
 these changes in the FY 2016-17 Budget; and)
 a. Authorize the Human Resources Department)
 to implement the changes in the Advantage)
 HRM system.....)

WHEREAS, at the request of Service Employee International Union Local (SEIU) 521, Human Resources conducted a wage study of the Public Defender Investigator series classifications; and

WHEREAS, The Public Defender Investigator I was found to be the most out of alignment with the market average at 15% below and in order to maintain an appropriate spread between the lower classifications and the higher classification of Supervising Public Defender Investigator, a 15% increase to all classifications within the series is recommended and is consistent with the County's existing compensation structure;

NOW, THEREFORE, BE IT RESOLVED THAT, the Board of Supervisors does hereby:

- a. Amended the Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to increase the salary ranges of the classifications of Public Defender Investigator I-III, and Supervising Public Defender Investigator, as indicated below; and

Public Defender Investigator I							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$27,886	\$29,415	\$31,029	\$32,731	\$34,526	\$36,253	\$38,065	34D22	14	PP	9410	J	N
\$2,230.86	\$2,353.23	\$2,482.31	\$2,618.47	\$2,762.10	\$2,900.20	\$3,045.22						
\$4,834	\$5,099	\$5,378	\$5,673	\$5,985	\$6,284	\$6,598						

Public Defender Investigator II							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$32,713	\$34,507	\$36,400	\$38,397	\$40,503	\$42,528	\$44,654		14	PP	9410	J	N

\$2,617.03	\$2,760.58	\$2,912.00	\$3,071.73	\$3,240.22	\$3,402.23	\$3,572.35	34D23					
\$5,670	\$5,981	\$6,309	\$6,655	\$7,020	\$7,372	\$7,740						

Public Defender Investigator III							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$35.785	\$37.748	\$39.819	\$42.003	\$44.307	\$46.522	\$48.848	34D40	13	PP	9410	J	N
\$2,862.82	\$3,019.85	\$3,185.50	\$3,360.23	\$3,544.54	\$3,721.77	\$3,907.86						
\$6,203	\$6,543	\$6,902	\$7,280	\$7,680	\$8,064	\$8,467						

Supervising Public Defender Investigator							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$39.365	\$41.524	\$43.802	\$46.204	\$48.739	\$51.176	\$53.734	34D80	13	PP	9410	F	E
\$3,149.17	\$3,321.91	\$3,504.13	\$3,696.34	\$3,899.09	\$4,094.05	\$4,298.75						
\$6,823	\$7,197	\$7,592	\$8,009	\$8,448	\$8,870	\$9,314						

- b. Authorized the Auditor-Controller and the County Administrative Office to incorporate these changes in the FY 2016-17 Budget; and
- c. Authorized the Human Resources Department to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED upon motion of Supervisor Potter, seconded by Supervisor Armenta carried this 30th day of August 2016, by the following vote, to wit:

AYES: Supervisors Armenta, Phillips, Salinas, Parker and Potter
 NOES: None
 ABSENT: None

I, Gail T. Borkowski, 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 79 for the meeting on August 30, 2016.

Dated: September 1, 2016
 File Number: 16-1005

Gail T. Borkowski, Clerk of the Board of Supervisors
 County of Monterey, State of California

By Denise Hancock
 Deputy

Attachment A

Public Defender Investigator I

From: Public Defender Investigator I							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						
\$24.229	\$25.565	\$26.973	\$28.456	\$30.024	\$31.525	\$33.100	34D22	14	PP	9410	J	N
\$1,938.32	\$2,045.20	\$2,157.84	\$2,276.48	\$2,401.92	\$2,522.00	\$2,648.00						
\$4,200	\$4,431	\$4,675	\$4,932	\$5,204	\$5,464	\$5,737						

To: Public Defender Investigator I							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						
\$27.886	\$29.415	\$31.029	\$32.731	\$34.526	\$36.253	\$38.065	34D22	14	PP	9410	J	N
\$2,230.86	\$2,353.23	\$2,482.31	\$2,618.47	\$2,762.10	\$2,900.20	\$3,045.22						
\$4,834	\$5,099	\$5,378	\$5,673	\$5,985	\$6,284	\$6,598						

Public Defender Investigator II

From: Public Defender Investigator II							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						
\$28.432	\$29.993	\$31.642	\$33.380	\$35.221	\$36.983	\$38.830	34D23	14	PP	9410	J	N
\$2,274.44	\$2,399.52	\$2,531.49	\$2,670.71	\$2,817.60	\$2,958.47	\$3,106.40						
\$4,928	\$5,199	\$5,485	\$5,787	\$6,105	\$6,410	\$6,731						

To: Public Defender Investigator II							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						
\$32.713	\$34.507	\$36.400	\$38.397	\$40.503	\$42.528	\$44.654	34D23	14	PP	9410	J	N
\$2,617.03	\$2,760.58	\$2,912.00	\$3,071.73	\$3,240.22	\$3,402.23	\$3,572.35						
\$5,670	\$5,981	\$6,309	\$6,655	\$7,020	\$7,372	\$7,740						

Public Defender Investigator III

From: Public Defender Investigator III												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$31.100	\$32.808	\$34.614	\$36.518	\$38.526	\$40.450	\$42.477						
\$2,488.00	\$2,624.64	\$2,769.12	\$2,921.44	\$3,082.08	\$3,236.00	\$3,398.16						
\$5,391	\$5,687	\$6,000	\$6,330	\$6,678	\$7,011	\$7,363	34D40	13	PP	9410	J	N

To: Public Defender Investigator III												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$35.785	\$37.748	\$39.819	\$42.003	\$44.307	\$46.522	\$48.848						
\$2,862.82	\$3,019.85	\$3,185.50	\$3,360.23	\$3,544.54	\$3,721.77	\$3,907.86						
\$6,203	\$6,543	\$6,902	\$7,280	\$7,680	\$8,064	\$8,467	34D40	13	PP	9410	J	N

Supervising Public Defender Investigator

From:												
<u>Classification Title: Supervising Public Defender Investigator</u>							Class Code	WG *	EEO Cat*	W/C*	B U	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						
\$34.213	\$36.094	\$38.076	\$40.174	\$42.381	\$44.501	\$46.726						
\$2,737.04	\$2,887.52	\$3,046.08	\$3,213.92	\$3,390.48	\$3,560.08	\$3,738.08	34D80	13	PP	9410	F	E
\$5,930.25	\$6,256.29	\$6,599.84	\$6,963.49	\$7,346.04	\$7,713.51	\$8,099.17						

To:												
<u>Classification Title: Supervising Public Defender Investigator</u>							Class Code	WG *	EEO Cat*	W/C*	B U	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						
\$39.365	\$41.524	\$43.802	\$46.204	\$48.739	\$51.176	\$53.734						
\$3,149.17	\$3,321.91	\$3,504.13	\$3,696.34	\$3,899.09	\$4,094.05	\$4,298.75	34D80	13	PP	9410	F	E
\$6,823	\$7,197	\$7,592	\$8,009	\$8,448	\$8,870	\$9,314						