

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

**Resolution No.: 22-214**

PPPR Control No. 22-020 )  
 HRM Control No. 22-018 )

Adopts a Resolution to: )

- a. Support amending Personnel Policies and Practices Resolution (PPPR) No. 98-394 )  
 Appendix A to adjust the base wage salary range of the Assistant Director of Health )  
 Services classification as indicated in Attachment A; )
- b. Support directing the Human Resources Department to implement the changes in the )  
 Advantage HRM system. )

**WHEREAS**, a base wage compensation study of the Assistant Director of Health Services position was requested by the Health Department; and

**WHEREAS**, the Human Resources Department conducted a base wage compensation analysis which found that the based on the duties performed, the salary of the benchmark classification of the Assistant Director of Health Services was matched to six (6) of the nine (9) comparable agencies and is approximately 12.05% below the salary mean of the comparable agency’s classifications;

**WHEREAS**, the Human Resources Department recommends adjusting the base wage salary of the Assistant Director of Health Services classification by approximately 12.05% at top step in order to align with the labor market average; and

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

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Supervisors in and for the County of Monterey as follows:

1. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the base wage salary range of the Assistant Director of Health Services classification as indicated below:

<u>Classification Title: Assistant Director of Health Services</u>							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						
\$71.157	\$75.071	\$79.200	\$83.555	\$88.151	\$92.558	\$97.186	12C05	1	OA	8810	Y	E
\$5,692.59	\$6,005.67	\$6,335.96	\$6,684.42	\$7,052.05	\$7,404.65	\$7,774.88						
\$12,334	\$13,012	\$13,728	\$14,483	\$15,279	\$16,043	\$16,846						

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

**PASSED AND ADOPTED** on this 14<sup>th</sup> day of June 2022, by roll call vote:

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

NOES: None

ABSENT: None

(Government Code 54953)

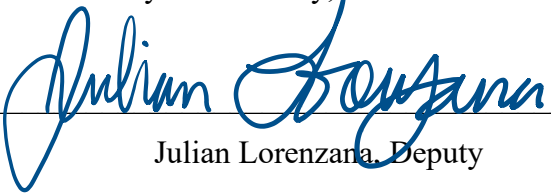
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting June 14, 2022.

Dated: June 17, 2022

File ID: RES 22-115

Agenda Item No.: 49

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

  
Julian Lorenzana, Deputy