

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

Resolution No.: 22-015

PPPR Control No. 22-003)

HRM Control No. 22-003)

Adopts a Resolution to:)

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary ranges of the Cook, Senior Cook and Head Cook classifications as indicated in Attachment A;)
- b. Amend the Probation – Youth Center Budget Unit 2550-8164 - Fund 001 - Appropriation Unit PRO001 to reallocate 3.5 FTE Senior Cook positions and approve the reclassification of four (4) Senior Cook incumbents to four (4) Cooks as indicated in Attachment A;)
- c. Direct the County Administrative Office and the Auditor-Controller to incorporate the approved position changes in the FY 2021-22 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.)

WHEREAS, a base wage compensation study of the Cook classification series was requested by Service Employees International Union (SEIU) Local 521 on behalf of Natividad employees citing there are no records of the base wage compensation being reviewed since the classification was created in 1969; and

WHEREAS, the Human Resources Department expanded the study to a classification and base wage compensation study to include the Cook and Sheriff’s Correctional Cook classification series; and

WHEREAS, the base wage analysis of the County comparable agencies determined the benchmark classification of Cook is approximately 16.49% below the salary mean of the comparable agency’s classifications and recommends to adjust the base wage of the Cook classification by approximately 16.49% at top step and to maintain the spread of the classification series; and

WHEREAS, the classification analysis identified the incumbent Senior Cooks in the Probation Department were found to be performing job duties that are not within the scope of Senior Cook classification and are recommended to be reclassified to Cook; and

WHEREAS, to implement the recommendations, the actions require the Personnel Policies and Practices Resolution No. 98-394 Appendix 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 Appendix A is amended to adjust the base wage salary ranges of the Cook, Senior Cook and Head Cook classifications as indicated below:

Classification Title: Cook							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$21.099	\$22.260	\$23.484	\$24.775	\$26.138	\$27.445	\$28.817	70K23	20	SM	9043	J	N
\$1,687.93	\$1,780.76	\$1,878.70	\$1,982.02	\$2,091.03	\$2,195.58	\$2,305.36						
\$3,657	\$3,858	\$4,071	\$4,294	\$4,531	\$4,757	\$4,995						

*provided for information purposes only

Classification Title: Senior Cook							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$22.968	\$24.232	\$25.564	\$26.970	\$28.454	\$29.876	\$31.370	70K25	19	SM	9420	J	N
\$1,837.47	\$1,938.53	\$2,045.14	\$2,157.62	\$2,276.28	\$2,390.10	\$2,509.60						
\$3,981	\$4,200	\$4,431	\$4,675	\$4,932	\$5,179	\$5,437						

*provided for information purposes only

Classification Title: Head Cook							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$25.883	\$27.307	\$28.809	\$30.393	\$32.064	\$33.668	\$35.351	70K80	19	SM	9420	F	N
\$2,070.66	\$2,184.54	\$2,304.68	\$2,431.43	\$2,565.15	\$2,693.41	\$2,828.08						
\$4,486	\$4,733	\$4,993	\$5,268	\$5,558	\$5,836	\$6,128						

*provided for information purposes only

- The Probation – Youth Center Budget Unit 2550-8164 - Fund 001 - Appropriation Unit PRO001 is amended to reallocate 3.5 FTE Senior Cook positions and approve the reclassification of four (4) Senior Cook incumbents to four (4) Cooks as indicated below:

Reallocate Positions to Cook

Probation – Youth Center
Budget Unit 2550-8164 - Fund 001 - Appropriation Unit PRO001

	Class Code	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	70K25	Senior Cook	0002 0003 0004 0005	(3.5)	1.0
To	70F23	Cook	0001 0002 0003 0004	3.5	3.5

Reclassify Senior Cook Incumbents to Cook

Probation – Youth Center

Budget Unit 2550-8164 - Fund 001 - Appropriation Unit PRO001

Class Code	Position Title	Position Number
70K25	Senior Cook	0001
70F23	Cook	0001 0002 0003

- The County Administrative Office and the Auditor-Controller are directed to incorporate the approved position changes in the FY 2021-22 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this 11th day of January 2022, by roll call vote:

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

NOES: None

ABSENT: None

(Government Code 54953)

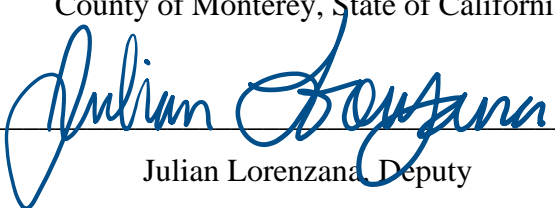
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting January 11, 2022.

Dated: January 19, 2022

File ID: RES 22-003

Agenda Item No.: 61

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


Julian Lorenzana, Deputy