

*Before the Board of Supervisors
County of Monterey, State of California*

Resolution No.: 26-033

PPPR Control No. 26-005

HRM Control No. 26-006)

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the salary ranges of the Bureau Chief, Assistant Bureau Chief, and Operations Manager classifications effective in the current pay period, beginning February 7, 2026, as indicated in Attachment A;)
- b. Direct the Human Resources Department and the Auditor Controller’s Office to implement the changes in the Advantage Human Resources Management (HRM) System.)

WHEREAS, on October 4, 2011, the Board of Supervisors approved an action to create the broadband classifications of Bureau Chief and Operations Manager in the Health Department. Subsequently, on July 30, 2013, the Board approved the creation of an additional broadband classification of Assistant Bureau Chief; and

WHEREAS, the Human Resources Department periodically reviews the County’s salary tables to ensure alignment with current labor market conditions and the County’s adopted compensation framework; and

WHEREAS, through the review process, the Human Resources Department identified a need to update the published salary ranges for three (3) existing broadband classifications of Bureau Chief, Assistant Bureau Chief, and Operations Manager to ensure the ranges reflect current market data and the intended broadband salary structure; and

WHEREAS, the Human Resources Department engaged the independent consulting firm of Management Strategies Group, a consulting division of Sloan Sakai Yeung & Wong LLP, to conduct salary surveys and analyze market data for these affected classifications. The results of these surveys were used to determine the appropriate salary ranges for the broadband classifications; and

WHEREAS, it is recommended to amend Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to adjust the broadband salary ranges for classifications of Bureau Chief, Assistant Bureau Chief, and Operations Manager;

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 Appendices A and B are amended to adjust the broadband salary ranges with the salary ranges as indicated below:

Classification Title: Bureau Chief							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						
\$66.85						\$170.81	12E04	01	OA	8810	Y	E
\$5,348.25						\$13,664.77						
\$11,588						\$29,607						

*provided for information purposes only

Classification Title: Assistant Bureau Chief							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						
\$46.90						\$109.30	14K44	02	OA	8810	X	E
\$3,751.95						\$8,743.85						
\$8,129						\$18,945						

*provided for information purposes only

Classification Title: Operations Manager							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						
\$43.72						\$78.47	14N06	03	P	8810	X	E
\$3,496.94						\$6,277.53						
\$7,577						\$13,601						

*provided for information purposes only

- The County Administrative Office and the Auditor-Controller are directed to incorporate the approved salary changes in the FY 2025-26 Adopted Budget and the Human Resources Department is directed to implement the changes in the Advantage Human Resources Management (HRM) system.

PASSED AND ADOPTED on this 10th day of February 2026, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, Root Askew and Daniels

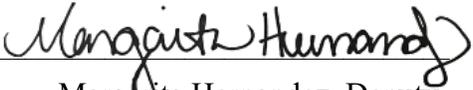
NOES: None

ABSENT: None

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 on February 10, 2026.

Dated: February 11, 2026
File ID: RES 26-024
Agenda Item No.: 51

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


Margarita Hernandez, Deputy