County of Monterey

Board Report

Legistar File Number: RES 25-110

Item No.41

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

July 08, 2025

Introduced: 6/27/2025

Version: 1

Current Status: General Government - Consent

Matter Type: BoS Resolution

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 Child Support Officer I, II & III, Supervising Child Support Officer, Child Support Performance Specialist, Corrections Specialist, Senior Corrections Specialist, Management Analyst I, II & III, Community Affiliation Manager, Sheriff's Commander, Storekeeper-SB 525, Senior Storekeeper-SB 525 and Supervising Storekeeper-SB525 effective the first full pay period following July 1, 2025, 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.

RECOMMENDATION:

It is recommended that the Board of Supervisors consider adopting 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 Child Support Officer I, II & III, Supervising Child Support Officer, Child Support Performance Specialist, Corrections Specialist, Senior Corrections Specialist, Management Analyst I, II & III, Community Affiliation Manager, Sheriff's Commander, Storekeeper-SB 525, Senior Storekeeper-SB 525 and Supervising Storekeeper-SB525 effective the first full pay period following July 1, 2025, 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.

SUMMARY/DISCUSSION:

The Human Resources Department contracted with independent consulting firms Management Strategies Group, a consulting division of Sloan Sakai Yeung & Wong LLP and Regional Government Services (RGS) to conduct multiple base wage studies in addition to conducting several studies internally. As a result, several classifications/series were found to be below the market of the County's comparable agencies. Effective Fiscal Year 2024-25, the Human Resources Department, in partnership with the County Administrative Office, implemented a new process for aligning the implementation of completed base wage compensation studies with the County's budget adoption process.

The Human Resources Department received several appeals from labor groups regarding the results of the base wage compensation recommendations. The implementation of the base wage compensation

studies for the classifications/series under appeal was delayed until the appeal process could be completed. The appeals for the classifications/series listed in Attachment A have been resolved.

Therefore, the Human Resources Department recommends adopting a resolution to amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the base wage salary ranges effective the first full pay period of July for classifications found to be below market as indicated in Attachment A.

OTHER AGENCY INVOLVEMENT:
The County Administrative Office concurs with the recommendations.

FINANCING:
The salary and benefits increased costs for Fiscal Year 2025-26 were included in the FY 2025-2026 Adopted Budget.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:
The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

__ Economic Development
X   Administration
__ Health & Human Services
__ Infrastructure
__ Public Safety

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Attachments:
    Attachment A
    Resolution