



Monterey County

Item No.

Board Report

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

Legistar File Number: RES 21-114

July 13, 2021

Introduced: 6/23/2021

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary range for the classification of Assistant Director Social Services as indicated in Attachment A; and
- b. Direct the County of Monterey Human Resources Department to implement the changes in the Advantage HRM System.

RECOMMENDATION:

It is recommended that the Board of Supervisors take the following actions:

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary range for the classification of Assistant Director Social Services as indicated in Attachment A; and
- b. Direct the County of Monterey Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

The County of Monterey Department of Social Services requested a compensation study of the Assistant Director Social Services classification in order to identify if the base wage salary is appropriately compensated within the County's labor market.

The Human Resources Department approved and conducted the compensation study. The results of the external review of comparable positions within County's labor market found that the Assistant Director Social Services classification is below the market average. The current base wage would need to be adjusted by 12.85% in order to align the salary with the salary mean of the comparable agencies' classifications. As a result, it is recommended that the salary range for the Assistant Director Social Services be adjusted as indicated in Attachment A.

OTHER AGENCY INVOLVEMENT:

The Department of Social Services concurs with the recommendations.

FINANCING:

The base wage adjustment will result in estimated additional salary and benefits costs of \$29,885 per fiscal year. This was an unbudgeted expenditure that will be absorbed within the Department of Social Services SOC005 FY 2021-22 Approved Budget.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

The recommended action addresses the Board of Supervisors' Administration Strategic Initiative and demonstrates the County's commitment to attract, recruit, and retain a diverse, highly skilled workforce

Legistar File Number: RES 21-114

that supports the mission of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared By: Jovany Luna Correa, Associate Personnel Analyst, 755- 5395

Approved By: Irma Ramirez-Bough, Director of Human Resources, 755-5043

Attachment: Attachment
Resolution

cc: Lori Medina, Director of Social Services

DocuSigned by:
Jovany Luna Correa
0E2EBA45442A402...

DocuSigned by:
Irma Ramirez-Bough
A7F557420537420...