



Monterey County Board of Supervisors

168 West Alisal Street,
1st Floor
Salinas, CA 93901
831.755.5066
www.co.monterey.ca.us

Board Order

A motion was made by Supervisor Chris Lopez, seconded by Supervisor Mary L. Adams to:

Adopt Resolution No.: 21-300

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the base wage salary ranges of SEIU Unit K classifications Behavioral Health Group Counselor I and II, California Children's Services Case Worker I, II and III, Clinical Psychologist, Employment & Training Worker I, II, III, Military & Veterans Representative I, II and III, Psychiatric Social Worker I, II and Senior Psychiatric Social Worker, Social Worker I, II, III, IV and V as indicated in Attachment A effective September 11, 2021;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the base wage salary ranges of SEIU Unit F classifications Behavioral Health Unit Supervisor, Employment and Training Supervisor and Social Work Supervisor I and II as indicated in Attachment A effective September 11, 2021;
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

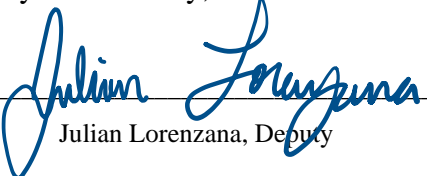
PASSED AND ADOPTED on this 14th day of September 2021, by roll call vote:

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 September 14, 2021.

Dated: September 17, 2021
File ID: RES 21-164
Agenda Item No.: 31

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


Julian Lorenzana, Deputy

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

Resolution No.: 21-300

PPPR Control No. 21-016)

HRM Control No. 21-014)

Adopts a Resolution to:)

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the base wage salary ranges of SEIU Unit K classifications Behavioral Health Group Counselor I and II, California Children’s Services Case Worker I, II and III, Clinical Psychologist, Employment & Training Worker I, II, III, Military & Veterans Representative I, II and III, Psychiatric Social Worker I, II and Senior Psychiatric Social Worker, Social Worker I, II, III, IV and V as indicated in Attachment A effective September 11, 2021;)
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the base wage salary ranges of SEIU Unit F classifications Behavioral Health Unit Supervisor, Employment and Training Supervisor and Social Work Supervisor I and II as indicated in Attachment A effective September 11, 2021;)
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM system.)

WHEREAS, The Human Resources Department (HRD) and Service Employee International Union (SEIU) Local 521 collaborated on conducting a Total Compensation Study for certain classifications in Unit K; and

WHEREAS, the study found that the base wage of multiple benchmark classifications are more than 5% below the County’s comparable agencies; and

WHEREAS, the HRD recommends adjusting the base wage salary ranges of the aforementioned classifications; and

WHEREAS, HRD further recommends to adjust the base wage salary ranges of SEIU Unit F classifications that are included within the series in order to maintain the spread between the series; 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 and B are amended to adjust the base wage salary ranges of SEIU Unit K classifications Behavioral Health Group Counselor I and II, California Children’s Services Case Worker I, II and III, Clinical Psychologist, Employment & Training Worker I, II, III, Military & Veterans Representative I, II and III, Psychiatric Social Worker I, II and Senior Psychiatric Social Worker, Social Worker I, II, III, IV and V as indicated below effective September 11, 2021:

Classification Title: Behavioral Health Group Counselor I							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						
\$20.841	\$21.987	\$23.196	\$24.472	\$25.818	\$27.109	\$28.464	60V01	14	PP	8810	K	N
\$1,667.26	\$1,758.95	\$1,855.69	\$1,957.75	\$2,065.42	\$2,168.69	\$2,277.12						
\$3,612	\$3,811	\$4,021	\$4,242	\$4,475	\$4,699	\$4,934						

*provided for information purposes only

Classification Title: Behavioral Health Group Counselor II							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						
\$24.328	\$25.666	\$27.078	\$28.567	\$30.138	\$31.645	\$33.227	60V11	5	P	8810	K	N
\$1,946.25	\$2,053.28	\$2,166.21	\$2,285.34	\$2,411.03	\$2,531.58	\$2,658.16						
\$4,217	\$4,449	\$4,693	\$4,952	\$5,224	\$5,485	\$5,759						

*provided for information purposes only

Classification Title: California Children's Services Case Worker I							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						
\$19.537	\$20.611	\$21.745	\$22.941	\$24.202	\$25.412	\$26.683	25G01	14	PP	8810	K	N
\$1,562.94	\$1,648.89	\$1,739.58	\$1,835.25	\$1,936.18	\$2,032.99	\$2,134.64						
\$3,386	\$3,573	\$3,769	\$3,976	\$4,195	\$4,405	\$4,625						

*provided for information purposes only

Classification Title: California Children's Services Case Worker II							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						
\$21.974	\$23.183	\$24.458	\$25.803	\$27.222	\$28.583	\$30.012	25G21	14	PP	8810	K	N
\$1,757.93	\$1,854.61	\$1,956.61	\$2,064.22	\$2,177.74	\$2,286.63	\$2,400.96						
\$3,809	\$4,018	\$4,239	\$4,472	\$4,718	\$4,954	\$5,202						

*provided for information purposes only

Classification Title: California Children's Services Case Worker III							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						
\$24.282	\$25.617	\$27.026	\$28.513	\$30.081	\$31.585	\$33.164	25G30	13	PP	8810	K	N
\$1,942.56	\$2,049.39	\$2,162.10	\$2,281.01	\$2,406.46	\$2,526.78	\$2,653.12						
\$4,209	\$4,440	\$4,685	\$4,942	\$5,214	\$5,475	\$5,748						

*provided for information purposes only

Classification Title: Clinical Psychologist							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						
\$41.867	\$44.170	\$46.599	\$49.162	\$51.866	\$54.459	\$57.182	60A21	8	P	8810	K	E
\$3,349.39	\$3,533.60	\$3,727.93	\$3,932.96	\$4,149.26	\$4,356.72	\$4,574.56						
\$7,257	\$7,656	\$8,077	\$8,521	\$8,990	\$9,440	\$9,912						

*provided for information purposes only

Classification Title: Employment and Training Worker I							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						
\$22.938	\$24.200	\$25.531	\$26.935	\$28.416	\$29.837	\$31.329	60H01	14	PP	8810	K	N
\$1,835.07	\$1,936.00	\$2,042.47	\$2,154.80	\$2,273.31	\$2,386.97	\$2,506.32						
\$3,976	\$4,195	\$4,425	\$4,669	\$4,925	\$5,172	\$5,430						

*provided for information purposes only

Classification Title: Employment and Training Worker II							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						
\$26.090	\$27.525	\$29.039	\$30.636	\$32.321	\$33.937	\$35.634	60H11	14	PP	8810	K	N
\$2,087.23	\$2,202.03	\$2,323.13	\$2,450.90	\$2,585.69	\$2,714.97	\$2,850.72						
\$4,522	\$4,771	\$5,033	\$5,310	\$5,602	\$5,882	\$6,177						

*provided for information purposes only

Classification Title: Employment and Training Worker III							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						
\$28.908	\$30.498	\$32.175	\$33.944	\$35.811	\$37.602	\$39.482	60H21	13	PP	8810	K	N
\$2,312.63	\$2,439.82	\$2,574.00	\$2,715.56	\$2,864.91	\$3,008.15	\$3,158.56						
\$5,011	\$5,286	\$5,577	\$5,884	\$6,207	\$6,518	\$6,844						

*provided for information purposes only

Classification Title: Military and Veterans Representative I							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						
\$22.971	\$24.235	\$25.568	\$26.974	\$28.457	\$29.880	\$31.374	60U01	14	PP	8810	K	N
\$1,837.71	\$1,938.78	\$2,045.40	\$2,157.89	\$2,276.57	\$2,390.40	\$2,509.92						
\$3,982	\$4,201	\$4,432	\$4,675	\$4,933	\$5,179	\$5,438						

*provided for information purposes only

Classification Title: Military and Veterans Representative II							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						
\$25.686	\$27.099	\$28.589	\$30.162	\$31.820	\$33.411	\$35.082	60U11	14	PP	8810	K	N
\$2,054.90	\$2,167.91	\$2,287.14	\$2,412.93	\$2,545.63	\$2,672.91	\$2,806.56						
\$4,452	\$4,697	\$4,955	\$5,228	\$5,516	\$5,791	\$6,081						

*provided for information purposes only

Classification Title: Military and Veterans Representative III							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						
\$28.528	\$30.097	\$31.752	\$33.498	\$35.341	\$37.108	\$38.963	60U21	13	PP	8810	K	N
\$2,282.23	\$2,407.74	\$2,540.16	\$2,679.86	\$2,827.25	\$2,968.61	\$3,117.04						
\$4,945	\$5,217	\$5,504	\$5,806	\$6,126	\$6,432	\$6,754						

*provided for information purposes only

Classification Title: Psychiatric Social Worker I							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						
\$32.478	\$34.264	\$36.149	\$38.137	\$40.234	\$42.246	\$44.358	60B01	5	P	8810	K	E
\$2,598.24	\$2,741.13	\$2,891.88	\$3,050.93	\$3,218.72	\$3,379.66	\$3,548.64						
\$5,630	\$5,939	\$6,266	\$6,610	\$6,974	\$7,323	\$7,689						

*provided for information purposes only

Classification Title: Psychiatric Social Worker II							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						
\$34.313	\$36.200	\$38.191	\$40.291	\$42.507	\$44.632	\$46.864	60B21	5	P	8810	K	E
\$2,745.02	\$2,895.99	\$3,055.26	\$3,223.29	\$3,400.56	\$3,570.59	\$3,749.12						
\$5,948	\$6,275	\$6,620	\$6,984	\$7,368	\$7,736	\$8,123						

*provided for information purposes only

Classification Title: Senior Psychiatric Social Worker							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						
\$35.352	\$37.297	\$39.348	\$41.512	\$43.795	\$45.985	\$48.284	60B25	5	P	8810	K	E
\$2,828.20	\$2,983.74	\$3,147.84	\$3,320.96	\$3,503.60	\$3,678.78	\$3,862.72						
\$6,128	\$6,465	\$6,820	\$7,195	\$7,591	\$7,971	\$8,369						

*provided for information purposes only

Classification Title: Social Worker I							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						
\$23.194	\$24.470	\$25.815	\$27.235	\$28.733	\$30.170	\$31.678	60C01	14	PP	9410	K	N
\$1,855.51	\$1,957.56	\$2,065.22	\$2,178.80	\$2,298.63	\$2,413.56	\$2,534.24						
\$4,020	\$4,241	\$4,475	\$4,721	\$4,980	\$5,229	\$5,491						

*provided for information purposes only

Classification Title: Social Worker II							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						
\$25.758	\$27.175	\$28.669	\$30.246	\$31.909	\$33.505	\$35.180	60C21	14	PP	9410	K	N
\$2,060.64	\$2,173.97	\$2,293.53	\$2,419.67	\$2,552.74	\$2,680.38	\$2,814.40						
\$4,465	\$4,710	\$4,969	\$5,243	\$5,531	\$5,807	\$6,098						

*provided for information purposes only

Classification Title: Social Worker III							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						
\$28.462	\$30.027	\$31.679	\$33.421	\$35.259	\$37.022	\$38.873	60C22	13	PP	9410	K	N
\$2,276.96	\$2,402.18	\$2,534.29	\$2,673.67	\$2,820.72	\$2,961.75	\$3,109.84						
\$4,933	\$5,205	\$5,491	\$5,793	\$6,112	\$6,417	\$6,738						

*provided for information purposes only

Classification Title: Social Worker IV							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						
\$31.443	\$33.172	\$34.996	\$36.921	\$38.951	\$40.899	\$42.944	60C23	5	P	9410	K	E
\$2,515.41	\$2,653.75	\$2,799.70	\$2,953.67	\$3,116.12	\$3,271.92	\$3,435.52						
\$5,450	\$5,750	\$6,066	\$6,400	\$6,752	\$7,089	\$7,444						

*provided for information purposes only

Classification Title: Social Worker V							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						
\$33.888	\$35.752	\$37.718	\$39.792	\$41.981	\$44.080	\$46.284	60C24	5	P	9410	K	E
\$2,711.05	\$2,860.15	\$3,017.45	\$3,183.40	\$3,358.48	\$3,526.40	\$3,702.72						
\$5,874	\$6,197	\$6,538	\$6,897	\$7,277	\$7,641	\$8,023						

*provided for information purposes only

2. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B are amended to adjust the base wage salary ranges of SEIU Unit F classifications Behavioral Health Unit Supervisor, Employment and Training Supervisor and Social Work Supervisor I and II as indicated below effective September 11, 2021:

<u>Classification Title: Behavioral Health Unit Supervisor</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						
\$43.961	\$46.379	\$48.930	\$51.621	\$54.460	\$57.183	\$60.042	60B23	8	P	9410	F	E
\$3,516.91	\$3,710.33	\$3,914.39	\$4,129.67	\$4,356.79	\$4,574.63	\$4,803.36						
\$7,620	\$8,039	\$8,481	\$8,948	\$9,440	\$9,912	\$10,407						

*provided for information purposes only

<u>Classification Title: Employment and Training Supervisor</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						
\$33.384	\$35.220	\$37.157	\$39.200	\$41.356	\$43.424	\$45.595	60H31	13	PP	8810	F	E
\$2,670.69	\$2,817.57	\$2,972.53	\$3,136.01	\$3,308.48	\$3,473.90	\$3,647.60						
\$5,786	\$6,105	\$6,440	\$6,795	\$7,168	\$7,527	\$7,903						

*provided for information purposes only

<u>Classification Title: Social Work Supervisor I</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						
\$32.867	\$34.675	\$36.582	\$38.594	\$40.717	\$42.752	\$44.890	60C80	5	P	9410	F	E
\$2,629.40	\$2,774.01	\$2,926.57	\$3,087.52	\$3,257.32	\$3,420.19	\$3,591.20						
\$5,697	\$6,010	\$6,341	\$6,690	\$7,058	\$7,410	\$7,781						

*provided for information purposes only

<u>Classification Title: Social Work Supervisor II</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						
\$38.174	\$40.274	\$42.489	\$44.825	\$47.291	\$49.655	\$52.138	60C81	5	P	9410	F	E
\$3,053.94	\$3,221.90	\$3,399.10	\$3,586.04	\$3,783.26	\$3,972.42	\$4,171.04						
\$6,617	\$6,981	\$7,365	\$7,770	\$8,197	\$8,607	\$9,037						

*provided for information purposes only

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

PASSED AND ADOPTED on this 14th day of September 2021, 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 September 14, 2021.

Dated: September 17, 2021

File ID: RES 21-164

California

Agenda Item No.: 31

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



Julian Lorenzana, Deputy