

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

Resolution No.: _____ PPPR Control No. _____)
HRM Control No. _____)

Adopt a Resolution to: _____)

a. Adoption of a Resolution to: _____)

1. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A to create and abolish classifications with the salary ranges as indicated below; _____)
2. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to amend Sections A.10.1 Department Heads Designated and A.10.2 Assistant Department Heads Designated as indicated below; _____)
3. Amend the Resource Management Agency's Budget 3000, RMA013-8222 to reallocate one (1) vacant Deputy Director Resource Management Agency to one (1) (new) Deputy Director Land Use and Community Development; _____)
4. Amend the Resource Management Agency Budget 3000, RMA013-8222 to delete one (1) vacant Deputy Director Land Use and Community Development and add one (1) vacant Deputy Director Land Use and Community Development to budget 3000, RMA001-8172; _____)
5. Amend the Resource Management Agency's Budget 3000, RMA001-8172 to reallocate one (1) vacant Director of Planning to one (1) (new) Chief of Planning Services; _____)
6. Amend the Resource Management Agency's Budget 3000, RMA011-8170 to reallocate one (1) vacant Director of Building Services to one (1) (new) Chief of Building Services; _____)
7. Amend the Resource Management Agency's Budget 3000, RMA012-8195 to reallocate one (1) vacant Public Works Director to one (1) (new) Deputy Director Public Works and Facilities; reallocate one (1) vacant Assistant Public Works Director to one (1) (new) Chief of Public Works and Facilities; _____)
8. Amend the Resource Management Agency's Budget 3000, RMA012-8195 to add one (1) (new) Chief of Public Works and Facilities; _____)
9. Authorize the Auditor Controller to incorporate the approved changes in the FY 2015-16 Adopted Budget; and _____)
10. Direct the County Administrative Office to incorporate the approved position changes in the FY 2015-16 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system. (4/5 vote required) _____)

b. Support Adoption of an Ordinance Amending Monterey County Code as it relates to services assigned to the RMA (Chapters 2.27, 2.28, 2.29, 2.30, and 2.31). _____)

c. Support Adoption of an Ordinance to consolidate RMA services into one Chapter: _____)

1. Amending Monterey County Code Chapter 2.27 – Resource Management Agency to reflect a single department including Public Works, Planning, and Building Services _____)
2. Deleting Monterey County Code Chapter 2.28 – Public Works Director, to be incorporated into Chapter 2.27 _____)
3. Deleting Monterey County Code Chapter 2.29 – Planning Agency, to be incorporated into Chapter 2.27 _____)
4. Deleting Monterey County Code Chapter 2.30 – Planning Department, to be incorporated into Chapter 2.27 _____)
5. Deleting Monterey County Code Chapter 2.31 – Building Services Department, to be incorporated into Chapter 2.27 _____)

WHEREAS, The Resource Management Agency the County of Monterey contracted with Cooperative Personnel Services to conduct an organizational review and classification study of executive positions in the Agency; and

WHEREAS, the organizational review and classification study determined the creation, reallocations, reclassifications and salary range amendments, as indicated, would create a less hierarchical structure and reduce the layers of management to meet current and future organizational needs of the Resource Management Agency and the County of Monterey.

WHEREAS, the organizational changes will require amending the Monterey County Codes as related to services assigned to RMA (Chapters 2.27, 2.28, 2.29, 2.30 and 2.31).

NOW, THEREFORE, the Monterey County Board of Supervisors, effective _____, 2016, hereby resolved to approve the following:

1. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A to create and abolish classifications with the salary ranges as indicated below;

Create Classifications

<u>Classification Title:</u> Deputy Director Land Use and Community Development							Class Code	WG *	EEO Cat*	W/C*	B U	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						
\$63.925 \$5,113.97 \$11,080	\$67.431 \$5,394.48 \$11,688	\$71.130 \$5,690.38 \$12,329	\$75.031 \$6,002.51 \$13,005	\$79.147 \$6,331.76 \$13,719	\$83.104 \$6,648.35 \$14,405	\$87.260 \$6,980.77 \$15,125						

*provided for information purposes only

<u>Classification Title:</u> Deputy Director Public Works and Facilities							Class Code	WG *	EEO Cat*	W/C*	B U	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						
\$68.139 \$5,451.10 \$11,811	\$71.876 \$5,750.10 \$12,459	\$75.819 \$6,065.51 \$13,142	\$79.978 \$6,398.21 \$13,863	\$84.365 \$6,749.17 \$14,623	\$88.583 \$7,086.63 \$15,354	\$93.012 \$7,440.96 \$16,122						

*provided for information purposes only

<u>Classification Title:</u> Deputy Director Administrative Services							Class Code	WG *	EEO Cat*	W/C*	B U	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						
\$51.322 \$4,105.73 \$8,896	\$54.137 \$4,330.94 \$9,384	\$57.106 \$4,568.50 \$9,898	\$60.239 \$4,819.09 \$10,441	\$63.543 \$5,083.43 \$11,014	\$66.720 \$5,337.60 \$11,565	\$70.056 \$5,604.48 \$12,143						

*provided for information purposes only

<u>Classification Title:</u> Chief of Planning Services												
---	--	--	--	--	--	--	--	--	--	--	--	--

<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$52.048	\$54.903	\$57.915	\$61.092	\$64.443	\$67.665	\$71.048	14K50	3	P	8810	X	N
\$4,163.86	\$4,392.26	\$4,633.19	\$4,887.33	\$5,155.41	\$5,413.18	\$5,683.84						
\$9,022	\$9,517	\$10,039	\$10,589	\$11,170	\$11,729	\$12,315						

*provided for information purposes only

<u>Classification Title:</u> Chief of Building Services												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
\$49.513	\$52.229	\$55.094	\$58.116	\$61.303	\$64.369	\$67.587	30D25	3	P	8810	X	N
\$3,961.03	\$4,178.30	\$4,407.49	\$4,649.25	\$4,904.27	\$5,149.49	\$5,406.96						
\$8,582	\$9,053	\$9,550	\$10,073	\$10,626	\$11,157	\$11,715						

*provided for information purposes only

<u>Classification Title:</u> Chief of Public Works and Facilities												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
\$57.234	\$60.374	\$63.685	\$67.179	\$70.863	\$74.407	\$78.127	30D31	3	P	8810	X	N
\$4,578.74	\$4,829.89	\$5,094.82	\$5,374.29	\$5,669.08	\$5,952.53	\$6,250.16						
\$9,921	\$10,465	\$11,039	\$11,644	\$12,283	\$12,897	\$13,542						

*provided for information purposes only

Abolish Classifications

<u>Classification Title:</u> RMA Administrative Director												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
\$42.498	\$44.829	\$47.288	\$49.882	\$52.618	\$55.249	\$58.011	14K68	03	P	8810	X	N
\$3,399.81	\$3,586.30	\$3,783.02	\$3,990.53	\$4,209.42	\$4,419.89	\$4,640.88						
\$7,366	\$7,770	\$8,197	\$8,646	\$9,120	\$9,576	\$10,055						

*provided for information purposes only

<u>Classification Title:</u> Assistant Director of Planning												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
\$63.926	\$67.432	\$71.131	\$75.033	\$79.148	\$83.106	\$87.261	12C19	01	OA	8810	Y	N
\$5,114.05	\$5,394.57	\$5,690.47	\$6,002.61	\$6,331.86	\$6,648.46	\$6,980.88						
\$11,080	\$11,688	\$12,329	\$13,006	\$13,719	\$14,405	\$15,125						

*provided for information purposes only

- Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to amend Sections A.10.1 Department Heads Designated and A.10.2 Assistant Department Heads Designated as indicated below;

Amend Sections A.10 and A.10.2

A.10 Department and Assistant Department Heads

A.10.1 Department Heads Designated

The following management classes are hereby designated as department heads:

- 11A02 Agricultural Commissioner
- 11B01 Assessor-County Clerk-Recorder
- 10B02 Auditor-Controller
- 10A01 Board of Supervisors Chairman
- 10A02 Board of Supervisors Member
- 11A06 Chief Probation Officer
- 11A30 Clerk of the Board of Supervisors
- 11A01 County Administrative Officer
- 11A04 County Counsel
- 11A05 County Librarian
- 11A03 Director of General Services
- 11A26 Director of Child Support Services
- 14A26 Director of Emergency Communications
- 11A09 Director of Health Services
- 11A07 Director of Human Resources
- 12E18 Director of Information Technology
- 11A11 Chief Ranger/Parks Director
- 11A12 Director of Social Services
- 10B04 District Attorney
- 11A31 Economic Development/Workforce Investment Board Director
- 14B25 Equal Opportunity Officer
- 11A15 General Manager - Water Resources Agency
- 11A25 Hospital Chief Executive Officer
- 11A18 Public Defender
- 11A20 Registrar of Voters
- 11A27 Resource Management Agency Director
- 10B05 Sheriff-Coroner
- 10B06 Treasurer-Tax Collector
- 60U20 Military & Veteran's Affairs Officer

A.10.2 Assistant Department Heads Designated

The following management classes are hereby designated as assistant department heads:

- 12C01 Assistant Agricultural Commissioner
- 12A15 Assistant Assessor-Valuation
- 12A02 Assistant Auditor-Controller
- 12C35 Assistant Chief Probation Officer
- 12E03 Assistant County Administrative Officer
- 12A05 Assistant County Clerk - Recorder
- 12C38 Assistant County Counsel
- 12C37 Assistant Director of Human Resources
- 16C92 Assistant Director of Information Technology
- 12C13 Assistant Director of Social Services
- 12C11 Assistant Public Defender
- 12C14 Assistant Registrar of Voters
- 12A24 Assistant Treasurer-Tax Collector
- 12E01 Chief Assistant County Administrative Officer
- 12C39 Chief Assistant County Counsel

12A03 Chief Assistant District Attorney
 12A10 Chief Deputy Sheriff
 11A32 Deputy Director Administrative Services
 11A23 Deputy Director Land Use and Community Development
 11A24 Deputy Director Public Works and Facilities
 12C36 Deputy General Manager - Water Resources Agency
 14K24 Director of Environmental Health
 12C42 Emergency Communications Operations Manager
 12C29 Hospital Assistant Administrator
 14C60 Hospital Chief Financial Officer
 14K43 Hospital Chief Information Officer
 54B70 Hospital Chief Medical Officer
 12C28 Hospital Chief Nursing Officer
 12A13 Undersheriff
 14K27 Zoning Administrator

3. Amend the Resource Management Agency's Budget 3000, RMA013-8222 to reallocate one (1) vacant Deputy Director Resource Management Agency to one (1) (new) Deputy Director Land Use and Community Development;

Resources Management Agency 3000, RMA013–Unit 8222
Reallocate vacant positions

From/To		Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	12C40	Deputy Director Resource Management Agency	0001	(1.0)	0.0
To	11A23	Deputy Director Land Use and Community Development	0001	1.0	1.0

4. Amend the Resource Management Agency Budget 3000, RMA013-8222 to delete one (1) vacant Deputy Director Land Use and Community Development and add one (1) vacant Deputy Director Land Use and Community Development to budget 3000, RMA001-8172;

Resources Management Agency 3000, RMA013–8222

		Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
	11A23	Deputy Director Land Use and Community Development	0001	(1.0)	0.0

Resources Management Agency, RMA001-8172

		Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
	11A23	Deputy Director Land Use and Community Development	0001	1.0	1.0

5. Amend the Resource Management Agency's Budget 3000, RMA001-8172 to reallocate one (1) vacant Director of Planning to one (1) (new) Chief of Planning Services;

Resources Management Agency 3000, RMA001-8172

Reallocate vacant positions

From/To		Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	11A29	Director of Planning	0001	(1.0)	0.0
To	14K50	Chief of Planning Services	0001	1.0	1.0

6. Amend the Resource Management Agency's Budget 3000, RMA011-8170 to reallocate one (1) vacant Director of Building Services to one (1) (new) Chief of Building Services;

Resources Management Agency, RMA011-8170

Reallocate vacant positions

From/To		Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	11A28	Director of Building Services	0001	(1.0)	0.0
To	30D25	Chief of Building Services	0001	1.0	1.0

7. Amend the Resource Management Agency's Budget 3000, RMA012-8195 to reallocate one (1) vacant Public Works Director to one (1) (new) Deputy Director Public Works and Facilities; reallocate one (1) vacant Assistant Public Works Director to one (1) (new) Chief of Public Works and Facilities;

Resources Management Agency 3000, RMA012-8195

Reallocate Vacant positions

From/To		Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	11A19	Public Works Director	0001	(1.0)	0.0
To	11A24	Deputy Director Public Works and Facilities	0001	1.0	1.0
From	12C41	Assistant Public Works Director	0001	(1.0)	0.0
To	30D31	Chief of Public Works and Facilities	0001	1.0	1.0

8. Amend the Resource Management Agency's Budget 3000, RMA012-8195 to add one (1) (new) Chief of Public Works and Facilities;

Resources Management Agency 3000, RMA012-8195

Add Vacant positions

	30D31	Chief of Public Works and	0002	1.0	2.0
--	-------	---------------------------	------	-----	-----

		Facilities			
--	--	------------	--	--	--

9. Authorize the Auditor Controller to incorporate the approved changes in the FY 2015-16 Adopted Budget; and
 10. Direct the County Administrative Office to incorporate the approved position changes in the FY 2015-16 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.
 11. Support Adoption of an Ordinance Amending Monterey County Code as it relates to services assigned to the RMA (Chapters 2.27, 2.28, 2.29, 2.30, and 2.31).
- b. Support Adoption of an Ordinance Amending Monterey County Code as it relates to services assigned to the RMA (Chapters 2.27, 2.28, 2.29, 2.30, and 2.31).
- c. Support Adoption of an Ordinance to consolidate RMA services into one Chapter:
1. Amending Monterey County Code Chapter 2.27 – Resource Management Agency to reflect a single department including Public Works, Planning, and Building Services
 2. Deleting Monterey County Code Chapter 2.28 – Public Works Director, to be incorporated into Chapter 2.27
 3. Deleting Monterey County Code Chapter 2.29 – Planning Agency, to be incorporated into Chapter 2.27
 4. Deleting Monterey County Code Chapter 2.30 – Planning Department, to be incorporated into Chapter 2.27
 5. Deleting Monterey County Code Chapter 2.31 – Building Services Department, to be incorporated into Chapter 2.27

PASSED AND ADOPTED on this ____ day of _____, 2016, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

I, Gail T. Borkowski, 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____ for the meeting on _____.

Dated:

Gail T. Borkowski, Clerk of the Board of Supervisors
County of Monterey, State of California

By _____
, Deputy