



Monterey County Board of Supervisors

168 West Alisal Street,
1st Floor
Salinas, CA 93901
831.755.5066

Board Order

Upon motion of Supervisor Armenta, seconded by Supervisor Salinas and carried by those members present, the Board of Supervisors hereby:

- a. Introduced, waived further reading and set 10:30 on July 19, 2016, as the date to adopt an ordinance amending Chapters 2.27, 2.28, 2.29, 2.30, 2.31 and 2.36 of the Monterey County Code relating to the structure and functions of the Resource Management Agency and appointment of the County Surveyor.
- b. Adopted Resolution 16-215 taking the following actions that would take effect on the same day that the County Ordinance amending Chapters 2.27, 2.28, 2.29, 2.30, 2.31 and 2.36 becomes effective;
 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 in Attachment A hereto;
 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 in Attachment A;
 3. Amend the Resource Management Agency's Budget 3000, RMA013-8222 to reallocate one (1) Deputy Director Resource Management Agency to one (1) (new) Deputy Director of Land Use and Community Development as indicated in Attachment A;
 4. Amend the Resource Management Agency Budget 3000, RMA013-8222 to delete one (1) Deputy Director of Land Use and Community Development and add one (1) Deputy Director of Land Use and Community Development to budget 3000, RMA001-8172 effective the first pay period following the above ordinance adoption;
 5. Amend the Resource Management Agency's Budget 3000, RMA001-8172 to reallocate one (1) Director of Planning to one (1) (new) Chief of Planning as indicated in Attachment A;
 6. Amend the Resource Management Agency's Budget 3000, RMA011-8170 to reallocate one (1) Director of Building Services to one (1) (new) Chief of Building Services as indicated in Attachment A;
 7. Amend the Resource Management Agency's Budget 3000, RMA012-8195 to reallocate one (1) Public Works Director to one (1) (new) Deputy Director of Public Works and Facilities; reallocate one (1) Assistant Public Works Director to one (1) (new) Chief of Public Works and Facilities as indicated in Attachment A;
 8. Amend the Resource Management Agency's Budget 3000, RMA012-8195 to add one (1) (new) Chief of Public Works and Facilities effective the first pay period following above ordinance adoption;
 9. Amend the Resource Management Agency's Budget 3000, RMA013-8222 to reallocate and to approve the reclassification of one (1) Finance Manager III to one (1) (new) Deputy Director of Administrative Services effective the first pay period following the above ordinance adoption;
 10. Authorize the Auditor Controller to incorporate the approved changes in the FY 2016-17

Adopted Budget; and

11. Direct the County Administrative Office to incorporate the approved position changes in the FY 2016-17 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM System. (4/5 vote required).

PASSED AND ADOPTED on this 12th day of July 2016, by the following vote, to wit:

AYES: Supervisors Armenta, Phillips, Salinas, Parker and Potter

NOES: None

ABSENT: None

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 79 for the meeting on July 12, 2016.

Dated: August 2, 2016
File ID: RES 16-038

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

By Denise Hancock
Deputy

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

PPPR Control No. 16-015
HRM Control No. 16-013

Resolution No.: 16-215

- a. Introduce, waive further reading and set 10:30 on)
 July 19, 2016, as the date to adopt an ordinance)
 amending Chapters 2.27, 2.28, 2.29, 2.30, 2.31 and)
 2.36 of the Monterey County Code relating to the)
 structure and functions of the Resource)
 Management Agency and appointment of the)
 County Surveyor.)
- b. Adopt a Resolution with the effective date of the)
 above ordinance adoption;)
 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 in Attachment A)
 hereto;)
 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 in Attachment A;)
 3. Amend the Resource Management Agency's)
 Budget 3000, RMA013-8222 to reallocate one)
 (1) Deputy Director Resource Management)
 Agency to one (1) (new) Deputy Director of)
 Land Use and Community Development as)
 indicated in Attachment A;)
 4. Amend the Resource Management Agency)
 Budget 3000, RMA013-8222 to delete one (1))
 Deputy Director of Land Use and Community)
 Development and add one (1) Deputy Director)
 of Land Use and Community Development to)
 budget 3000, RMA001-8172 effective the first)
 pay period following the above ordinance)
 adoption;)
 5. Amend the Resource Management Agency's)
 Budget 3000, RMA001-8172 to reallocate one)
 (1) Director of Planning to one (1) (new) Chief)
 of Planning as indicated in Attachment A;)
 6. Amend the Resource Management Agency's)
 Budget 3000, RMA011-8170 to reallocate one)
 (1) Director of Building Services to one (1))
 (new) Chief of Building Services as indicated)
 in Attachment A;)

7. Amend the Resource Management Agency's Budget 3000, RMA012-8195 to reallocate one (1) Public Works Director to one (1) (new) Deputy Director of Public Works and Facilities; reallocate one (1) Assistant Public Works Director to one (1) (new) Chief of Public Works and Facilities as indicated in Attachment A;
8. Amend the Resource Management Agency's Budget 3000, RMA012-8195 to add one (1) (new) Chief of Public Works and Facilities effective the first pay period following above ordinance adoption;
9. Amend the Resource Management Agency's Budget 3000, RMA013-8222 to reallocate and to approve the reclassification of one (1) Finance Manager III to one (1) (new) Deputy Director of Administrative Services effective the first pay period following the above ordinance adoption;
10. Authorize the Auditor Controller to incorporate the approved changes in the FY 2016-17 Adopted Budget; and
11. Direct the County Administrative Office to incorporate the approved position changes in the FY 2016-17 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM System. (4/5 vote required).....

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 on the same day as the County Ordinance is adopted as related to services assigned to RMA (Chapters 2.27, 2.28, 2.29, 2.30 and 2.31), hereby resolved to approve the following:

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

Create Classifications

Classification Title: Deputy Director of Land Use and Community Development							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$63.925	\$67.431	\$71.130	\$75.031	\$79.147	\$83.104	\$87.260	11A23	01	OA	8810	Y	N
\$5,113.97	\$5,394.48	\$5,690.38	\$6,002.51	\$6,331.76	\$6,648.35	\$6,980.77						
\$11,080	\$11,688	\$12,329	\$13,005	\$13,719	\$14,405	\$15,125						

*provided for information purposes only

Classification Title: Deputy Director of Public Works and Facilities							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$68.139	\$71.876	\$75.819	\$79.978	\$84.365	\$88.583	\$93.012	11A24	01	OA	8810	Y	N
\$5,451.10	\$5,750.10	\$6,065.51	\$6,398.21	\$6,749.17	\$7,086.63	\$7,440.96						
\$11,811	\$12,459	\$13,142	\$13,863	\$14,623	\$15,354	\$16,122						

*provided for information purposes only

Classification Title: Deputy Director of Administrative Services							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$51.322	\$54.137	\$57.106	\$60.239	\$63.543	\$66.720	\$70.056	11A32	01	OA	8810	Y	N
\$4,105.73	\$4,330.94	\$4,568.50	\$4,819.09	\$5,083.43	\$5,337.60	\$5,604.48						
\$8,896	\$9,384	\$9,898	\$10,441	\$11,014	\$11,565	\$12,143						

*provided for information purposes only

Classification Title: Chief of Planning							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
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	03	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

Classification Title: Chief of Building Services							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$49.513	\$52.229	\$55.094	\$58.116	\$61.303	\$64.369	\$67.587	30D25	03	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						
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*provided for information purposes only

<u>Classification Title:</u> Chief of 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						
\$57.234	\$60.374	\$63.685	\$67.179	\$70.863	\$74.407	\$78.127	30D31	03	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							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						
\$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							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						
\$63.926	\$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

<u>Classification Title:</u> Director of General 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						
\$69.626	\$73.454	\$77.494	\$81.758	\$86.254	\$90.567	\$95.095	11A03	00	E	8810	Y	N
\$5,570.08	\$5,876.32	\$6,199.52	\$6,540.64	\$6,900.32	\$7,245.36	\$7,607.6						
\$12,069	\$12,732	\$13,432	\$14,171	\$14,951	\$15,698	\$16,483						

*provided for information purposes only

- b. 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
~~11A28 Director of Building Services~~
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 Director of Parks and Recreation
~~11A29 Director of Planning~~
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
~~11A19 Public Works Director~~
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

~~12C19 Assistant Director of Planning~~
 12C13 Assistant Director of Social Services
 12C11 Assistant Public Defender
~~12C41 Assistant Public Works Director~~
 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 of Administrative Services
11A23 Deputy Director of Land Use and Community Development
11A24 Deputy Director of Public Works and Facilities
~~12C40 Deputy Director Resource Management Agency~~
 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

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

Resources Management Agency 3000, RMA013--Unit 8222

Reallocate positions

From/To	Class Code	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 of Land Use and Community Development	0001	1.0	1.0

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

Resources Management Agency 3000, RMA013--8222

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

Resources Management Agency, RMA001-8172

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

- e. Amend the Resource Management Agency's Budget 3000, RMA011-8172 to reallocate one (1) Director of Planning to one (1) (new) Chief of Planning;

Resources Management Agency 3000, RMA001-8172**Reallocate positions**

From/To	Class Code	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	0001	1.0	1.0

- f. Amend the Resource Management Agency's Budget 3000, RMA001-8170 to reallocate one (1) Director of Building Services to one (1) (new) Chief of Building Services;

Resources Management Agency, RMA011-8170**Reallocate positions**

From/To	Class Code	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

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

Resources Management Agency 3000, RMA012-8195**Reallocate positions**

From/To	Class Code	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	11A19	Public Works Director	0001	(1.0)	0.0
To	11A24	Deputy Director of 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

- h. 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 positions

From/To	Class Code	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
	30D31	Chief of Public Works and Facilities	0002	1.0	2.0

- i. Amend the Resource Management Agency's Budget 3000, RMA013-8222 to reallocate and to approve the reclassification of one (1) Finance Manager III to one (1) (new) Deputy Director of Administrative Services;

Resources Management Agency 3000, RMA013--Unit 8222

Reallocate positions

From/To	Class Code	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	20B94	Finance Manager III	0001	(1.0)	0.0
To	11A32	Deputy Director of Administrative Services	0001	1.0	1.0

- j. Authorize the Auditor Controller to incorporate the approved changes in the FY 2016-17 Adopted Budget; and
- k. Direct the County Administrative Office to incorporate the approved position changes in the FY 2016-17 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system. (4/5 vote required)

PASSED AND ADOPTED upon motion of Supervisor Armenta, seconded by Supervisor Salinas carried this 12th day of July 2016, by the following vote, to wit:

AYES: Supervisors Armenta, Phillips, Salinas, Parker and Potter

NOES: None

ABSENT: None

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 79 for the meeting on July 12, 2016.

Dated: August 2, 2016
File Number: RES 16-038

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

By Denise Hancock
Deputy