



Monterey County Board of Supervisors

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

Board Order

Resolution No. 18-407

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

Adopted Resolution No. 18-407 to approve and amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to create the classification and associated salary range of Chief of Parks in the Resource Management Agency (RMA) 001-3000-8475-RMA006 as indicated in the attached resolution; and

- a. Approved reallocating 1.0 FTE County Park Ranger Manager to 1.0 FTE Chief of Parks, as indicated in the attached resolution; and
- b. Approved and amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to abolish the classification and associated salary range of Director of Parks and Recreation as indicated in the attached resolution; and
- c. Adopted Resolution No. 18-407 to approve and amend Personnel Policies and Practices Resolution (PPPR) No. 98-394, and amend Section A.10.1 Department Heads Designated, as indicated in Attachment A; and
- d. Authorized the County Administrative Office to reflect approved changes in the Fiscal Year 2018-19 Adopted Budget; and
- e. Directed the Human Resources Department to implement the approved changes in the Advantage HRM system.

PASSED AND ADOPTED on this 14th day of December 2018, by the following vote, to wit:

AYES: Supervisors Alejo, Salinas, Phillips, Parker and Adams

NOES: None

ABSENT: None

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 81 for the meeting December 14, 2018.

Dated: December 18, 2018
File ID: 18-1207

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

Joel G. Pablo, Deputy

Legistar File ID No. 18-1207 Agenda Item No 0.1

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

Resolution No.: 18-407

PPPR Control No. 18-016

HRM Control No. 18-012

Adopted Resolution No. 18-407 to:

- a. Adopted Resolution No. 18-407 to approve and amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to create the classification and associated salary range of Chief of Parks in the Resource Management Agency (RMA) 001-3000-8475-RMA006 as indicated; and)
- b. Approved reallocating 1.0 FTE County Park Ranger Manager to 1.0 FTE Chief of Parks, as indicated in the attached resolution; and)
- c. Approved and amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to abolish the classification and associated salary range of Director of Parks and Recreation as indicated; and)
- d. Adopted a resolution to approve and amend Personnel Policies and Practices Resolution (PPPR) No. 98-394, and amend Section A.10.1 Department Heads Designated, as indicated in Attachment A; and)
- e. Authorized the County Administrative Office to reflect approved changes in the Fiscal Year 2018-19 Adopted Budget; and)
- f. Directed the Human Resources Department to implement the approved changes in the Advantage HRM system.....)

WHEREAS the RMA retained Cooperative Personnel Services HR Consulting (CPS HR) to conduct a classification review of the Parks organization to determine the appropriate classification for managing the Parks operations within the RMA; and

WHEREAS, CPS HR recommended creating a Chief of Parks classification; and

WHEREAS, the Human Resources Department (HRD) recommends creating a job classification of Chief of Parks, and associated salary schedule, to accurately reflects the nature and scope of work performed in the division and align with the current organizational structure of the RMA; and

WHEREAS, it is recommended to reallocate 1.0 FTE County Park Ranger Manager to 1.0 FTE Chief of Parks, as indicated in the attached resolution; and

WHEREAS, HRD recommends abolishing the Director of Parks and Recreation classification as this classification no longer serves the needs of the County; and

WHEREAS, the actions require the Personnel Policies and Practices Resolution No. 98-394 Appendices 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. Appendices A and B of Personnel Policies and Practices Resolution (PPPR) No. 98-394 are amended to create the classification and associated salary range of Chief of Parks in the Resource Management Agency (RMA) 001-3000-8475-RMA006 as indicated; and

Create Classification

Classification Title: Chief of Parks							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						
\$50.886	\$53.685	\$56.637	\$59.752	\$63.039	\$66.190	\$69.500	14K70	3	P	8810	X	E
\$4,070.91	\$4,294.80	\$4,531.00	\$4,780.19	\$5,043.08	\$5,295.24	\$5,560.00						
\$8,820	\$9,305	\$9,817	\$10,357	\$10,927	\$11,473	\$12,047						

*provided for information purposes only

2. Reallocate 1.0 FTE County Park Ranger Manager to 1.0 FTE Chief of Parks, is approved as indicated; and

Reallocate Positions

From/To		Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	68E01	County Park Ranger Manager	0001	(1.0)	0.0
To	14K70	Chief of Parks	0001	1.0	1.0

3. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B are amended to abolish the classification and associated salary range of Director of Parks and Recreation; and

Abolish Classification

Classification Title: Director of Parks and Recreation							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						
\$63.320	\$66.803	\$70.477	\$74.355	\$78.443	\$82.363	\$86.482	11A11	0	E	8810	Y	E
\$5,065.60	\$5,344.24	\$5,638.16	\$5,948.40	\$6,275.44	\$6,589.04	\$6,918.56						
\$10,975	\$11,579	\$12,216	\$12,888	\$13,597	\$14,276	\$14,990						

*provided for information purposes only

4. The Personnel Policies and Practices Resolution (PPPR) No. 98-394, Section A.10.1 Department Heads Designated, is amended as indicated below; and

A.10 Department and Assistant Department Head's

A.10.1 Department Heads Designated

The following management classes are hereby designated as department heads:

11A02	Agricultural Commissioner
11B01	Assessor-County Clerk-Recorder
11B02	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
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
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

5. Authorize the County Administrative Office to reflect approved changes in the Fiscal Year 2018-19 Adopted Budget; and
6. Direct the Human Resources Department to implement the approved changes in the Advantage HRM system.

PASSED AND ADOPTED on this 14th day of December 2018, by the following vote, to wit:

AYES: Supervisors Alejo, Salinas, Phillips, Parker and Adams

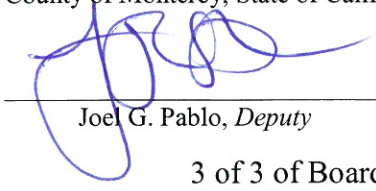
NOES: None

ABSENT: None

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 81 for the meeting December 14, 2018.

Dated: December 18, 2018
File ID: 18-1207

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



Joel G. Pablo, Deputy