

County of Monterey

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

Legislation Details (With Board Report)

File #: 06-897 Name:

Type: Minutes Status: Passed

File created: In control: 12/12/2006 **Board of Supervisors**

On agenda: Final action: 12/12/2006 12/12/2006

Title: Amend Personnel Policies and Practices Amend Personnel Policies and Practices

Sponsors:

Indexes:

Code sections:

Attachments: 1. Completed Board Order

Date	Ver.	Action By	Action	Result
12/12/2006	1	Board of Supervisors	approved	

COMPLETED BOARD ORDER♦¶┐┐♦R │♦

0600.025; 0602.500; 0150.146

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

Resolution #:06-361

Board Budget No.: 06/07-088

Amends Personnel Policies and Practices Resolution No. 98-394 to increase the

salary range of Undersheriff by six percent

6%) retroactive to July 8, 2006......

PPPR Control #: ACZZ Control #:

Upon motion of Supervisor Potter, seconded by Supervisor Armenta, and carried by those members present the Board hereby;

Amends Personnel Policies and Practices Resolution No. 98-394 to:

Increase the salary range of Undersheriff by six percent 6%), retroactive to July 8, 2006, as follows:

Old Salary String

Classification Title: Undersheriff

Hourly. Bi-Weekly and Monthly Pay Rates

Step 2 Step 3 Step 4 Step 5 Step 1 Step 6 Step Class WG EEO W/C* BU FLSA MoCo

Code Cat* \$63.710 \$70.910 174.809 \$78.924 \$67.214 \$82.871

12A13 \$5096.80 \$5377.12 \$5672.80 v5984.721\$6313.92 \$6629.68 7720 Ε Ν \$12,967 \$13,680 \$14,364 1\$11,043 \$11,650 \$12,291

*provided for information purposes only

New Salary String

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39736-U01 COMPLETED-U02 **BOARD-U02** ORDER-U02 LI21329-U03 FO21330-U03 FO40740-U03 FO46646-U03 MG46674-U03 AS46690-U03 AS46692-U03 AI55063-U03 DO55636-U03 C7-U03 COUNTY-U03 CODE-U03 12/13/2006-U04 CORTESS-U04 8478-U05 2-U06 AMEND-U07 PERSONNEL-U07 POLICIES-U07 PRACTICES-U07 230-SHERIFF-U08 BACON-U09 CONNIE-U09 **BACONC-U10** 11/30/2006-U011 RESOLUTION-U012 NO.-U012 98-394-U012 TO-U012 **INCREASE-U012** SALARY-U012 RANGE-U012 CLASSIFICATION-U012 OF-U012 UNDERSHERIFF-U012 BY-U012 SIX-U012 6%)-U012 PERCENT-U012 RETROACTIVE-U012 TO-U012 FIRST-U012 FULL-U012 PAY-U012 PERIOD-U012 AFTER-U012 JULY-U012

Budget Number: 06/07-088

December 12, 2006

1,-U012 2006.-U012

Classification Title: Undersheriff

Hourly, Bi-Weekly and Monthly Pay Rates

Step 1 6 WG W/C* FLSA MoCo Step 2 Step 3 Step 4 Step 5 Step Step Class **EEO** BU 7 Code Code* OT' Cat*

\$67.533 \$71.247 \$75.165 \$79.298 \$83.659 \$87.843

\$5402.61 \$5699.75 \$6013.17 \$6343.80 \$6692.76 \$7027.46 12A 13 E 7720 Y E N

\$11,705 \$12,349 \$13,028 \$13,745 \$145,00 \$15,225

*provided for information purposes only

PASSED AND ADOPTED on this 12'n day of December 2006, by the following vote, towit:

AYES: Supervisors Armenta, Calcagno, Potter, and Smith

NOES: None

ABSENT: Supervisor Lindley

1, Lew Bauman, 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 Minute Book 73 on December 12, 2006.

Dated: December 12, 2006

Lew C. Bauman, Clerk of the Board of Supervisors,

County Mo er St of California.

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Darlene Drain, Deputy By T MO /

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39736-U01 COMPLETED-U02 **BOARD-U02** ORDER-U02 LI21329-U03 FO21330-U03 FO40740-U03 FO46646-U03 MG46674-U03 AS46690-U03 AS46692-U03 AI55063-U03 DO55636-U03 C7-U03 COUNTY-U03 CODE-U03 12/13/2006-U04 CORTESS-U04 8478-U05 2-U06 AMEND-U07 PERSONNEL-U07 POLICIES-U07 PRACTICES-U07 230-SHERIFF-U08 BACON-U09 CONNIE-U09 **BACONC-U10** 11/30/2006-U011 RESOLUTION-U012 NO.-U012 98-394-U012 TO-U012 **INCREASE-U012** SALARY-U012 RANGE-U012 CLASSIFICATION-U012 OF-U012

UNDERSHERIFF-U012

BY-U012 SIX-U012 6%)-U012 PERCENT-U012 RETROACTIVE-U012

TO-U012 FIRST-U012 FULL-U012 PAY-U012 PERIOD-U012 AFTER-U012 JULY-U012 1,-U012 2006.-U012

COMPLETED BOARD ORDER♦¶╗╗,♠R □ ♦□ MONTEREY COUNTY BOARD OF SUPERVISORS MEETING: December 12,2006- Consent AGENDA NO.: Z
SUBJECT: Amend Personnel Policies and Practices Resolution No. 98-394 to increase the

salary range for the classification of Undersheriff by six 6%) percent retroactive

to the first full pay period after July 1, 2006.

DEPARTMENT: County Administrative Office/Sheriff's Office

RECOMMENDATION:

It is recommended that the Board of Supervisors amend Personnel Policies and Practices Resolution No. 98-394 to:

Increase the salary range for the classification of Undersheriff by six 6%) percent retroactive to the first full pay period after July 1, 2006.

Classification Class Code Old Salary Range Undersheriff 12A13 \$11,043 \$14,364/month

Classification Class Code New Salary Range

Undersheriff

SUMMARY/DISCUSSION:

This recommendation addresses salary compaction between the Undersheriff and the Chief Deputy Sheriff. The current Undersheriff and another employee were both promoted to the Chief Deputy positions on January 6, 2003 at equal salaries. The current Undersheriff was promoted to that position on January 8, 2005.

As a result of the current Chief Deputy Sheriff receiving a step advancement on January 7, 2006, the salaries of the Chief and the Undersheriff have been compacted. The gap between the Chief Deputy and the Undersheriff was reduced to three percent 3%) and currently remains at three percent 3%).

Earlier this year, a request was submitted to the County Administrative Office to review and consider an increase within salary range for the current Undersheriff. After reviewing the issue, the County Administrative Office recommended a six percent 6%) adjustment to the wage range. This action increases the gap from three percent 3%) to nine percent 9%). In addition, it was recommended that the incumbent be advanced an additional step.

Since the incumbent Undersheriff is eligible for a step increase to step 4) on January 8, 2007, the additional step advancement is not included in this recommendation. However, additional action may be required at a later date if the nine percent 9%) gap proves to be problematic.

It is requested that the adjustment to the wage range be awarded effective retroactive to the beginning of the first full pay period of FY 2006-07, July 8, 2006.

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39736-U01 COMPLETED-U02 **BOARD-U02** ORDER-U02 LI21329-U03 FO21330-U03 FO40740-U03 FO46646-U03 MG46674-U03 AS46690-U03 AS46692-U03 AI55063-U03 DO55636-U03 C7-U03 COUNTY-U03 CODE-U03 12/13/2006-U04 CORTESS-U04 8478-U05 2-U06 AMEND-U07 PERSONNEL-U07 POLICIES-U07 PRACTICES-U07 230-SHERIFF-U08

BACON-U09

CONNIE-U09 **BACONC-U10** 11/30/2006-U011 **RESOLUTION-U012** NO.-U012 98-394-U012 TO-U012 **INCREASE-U012** SALARY-U012 RANGE-U012 CLASSIFICATION-U012 OF-U012 **UNDERSHERIFF-U012** BY-U012 SIX-U012 6%)-U012 PERCENT-U012 **RETROACTIVE-U012** TO-U012 FIRST-U012 FULL-U012 **PAY-U012** PERIOD-U012 AFTER-U012 JULY-U012 1,-U012 2006.-U012

COMPLETED BOARD ORDER \P_{171} \Re^{11} \Re^{11} OTHER AGENCY INVOLVEMENT: The County Administrative Office-Human Resources concurs with the recommended action.

FINANCING

The recommended increase represents an additional current year and annualized cost of \$8,850, which will be absorbed by the Sheriff's Office. There is no impact on the County General Fund as a result of approving this recommendation.

Approved by:

MKanalakis Ton

Sheriff, Coroner Assistant County
Administrative Officer

Prepared by:

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nnRose Alig~

Associate Personnel Analyst

November 30, 2006

cc: Mike Miller, Auditor-Controller

Keith Honda, Assistant County Administrative Officer

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39736-U01

COMPLETED-U02

BOARD-U02

ORDER-U02

LI21329-U03 FO21330-U03

FO40740-U03

FO46646-U03

MG46674-U03

AS46690-U03

AS46692-U03

AI55063-U03

DO55636-U03 C7-U03 COUNTY-U03 CODE-U03 12/13/2006-U04 CORTESS-U04 8478-U05 2-U06 AMEND-U07 PERSONNEL-U07 POLICIES-U07 PRACTICES-U07 230-SHERIFF-U08 BACON-U09 CONNIE-U09 **BACONC-U10** 11/30/2006-U011 **RESOLUTION-U012** NO.-U012 98-394-U012 TO-U012 **INCREASE-U012** SALARY-U012 RANGE-U012 CLASSIFICATION-U012 OF-U012 UNDERSHERIFF-U012 BY-U012 SIX-U012 6%)-U012 PERCENT-U012 RETROACTIVE-U012 TO-U012 FIRST-U012 FULL-U012 PAY-U012 PERIOD-U012

AFTER-U012 JULY-U012 1,-U012 2006.-U012