



Monterey County in August 1999 as a Personnel Analyst working for the Assessor, Auditor/Controller, and the Treasurer-Tax Collector; from there she was promoted to the County Administrative Office in the Human Resources Division as a Senior Personnel Analyst from October 1999 to April 2005. In May 2005 she was promoted as the Health Department Human Resources Manager where she served until she was appointed as the Equal Opportunity Officer in July 2010. Prior to her career with the County, Ms. Ramirez-Bough was a Personnel Analyst II with the City of Salinas from December 1987 to August 1999. The request for a Step 5 for Ms. Ramirez is warranted because of her 28 years of experience, knowledge, skills and abilities in Human Resources and her tenure with Monterey County.

Additionally, Ms. Irma Ramirez-Bough was born in Watsonville and has lived in Monterey County her entire life. She graduated from North Monterey County High School and holds a Bachelor of Arts degree from the University of the Pacific. She is also a graduate of Leadership Salinas VIII.

In determining the appropriate step for appointment, prior compensation levels and the effect of differences in compensation and benefits for each position were considered. Salary recommendations have been made in accordance with the County's Personnel, Policies and Practices Resolution (PPPR) Sections A.1.11.1, and A.1.11.5. These sections provide for appointment at a higher salary step for reasons including credit for direct work experience, difficulty of recruitment and employee negotiation. Considering all these factors, it is requested that Ms. Ramirez-Bough be placed at Step 5 of the County's current salary schedule for the Director of Human Resources.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office and many Department Heads from throughout the county were involved with this process.

FINANCING:

The proposed step placement for the Director of Human Resources is one step higher than the amount included in the FY 2016-17 recommended budget. The Department expects sufficient savings from vacancies to cover this step placement.

Approved by: Manuel T. González, Interim Human Resources Director