

County of Monterey

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

Legislation Details (With Board Report)

File #: 13-1210 Name:

Type: BoS Resolution Status: Passed

File created: 11/19/2013 In control: Board of Supervisors

On agenda: 12/3/2013 **Final action:** 12/3/2013

Title: Adopt a Resolution to:

a. Amend the Personnel Policies and Practices Resolution (PPPR) No.98-394 Appendix A to adjust the salary range of the Equal Opportunity Officer classification as indicated in the attached Resolution; b. Authorize the Human Resources Department to implement the change in the Advantage HRM

system;

c. Authorize the Auditor Controller to make the adjustment retroactive to February 9, 2013; and d. Approve Amendment to Employment Agreement with the County of Monterey Equal Opportunity

Officer and authorize the Chair of the Board to sign the same.

Sponsors:

Indexes:

Code sections:

Attachments: 1. BoS Resolution EO Salary Increase.pdf, 2. EOO Amend#1 to Employment Agreement.pdf, 3.

Completed Board Order and Resolution

Date	Ver.	Action By	Action	Result
12/3/2013	1	Board of Supervisors	adopted	Pass

Adopt a Resolution to:

- a. Amend the Personnel Policies and Practices Resolution (PPPR) No.98-394 Appendix A to adjust the salary range of the Equal Opportunity Officer classification as indicated in the attached Resolution;
- b. Authorize the Human Resources Department to implement the change in the Advantage HRM system;
- c. Authorize the Auditor Controller to make the adjustment retroactive to February 9, 2013; and
- d. Approve Amendment to Employment Agreement with the County of Monterey Equal Opportunity Officer and authorize the Chair of the Board to sign the same.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Adopt a Resolution to:

- a. Amend the Personnel Policies and Practices Resolution (PPPR) No.98-394 Appendix A to adjust the salary range of the Equal Opportunity Officer classification as indicated in the attached Resolution;
- b. Authorize the Human Resources Department to implement the change in the Advantage HRM system;
- c. Authorize the Auditor Controller to make the adjustment retroactive to February 9, 2013; and
- d. Approve Amendment to Employment Agreement with the County of Monterey Equal Opportunity Officer and authorize the Chair of the Board to sign the same.

SUMMARY/DISCUSSION:

It is recommended that the Board of Supervisors establish a competitive salary range for the Equal Opportunity Officer classification that is compensatory with the scope and level of authority and the charge of duties as directed by the Board.

File #. 13-1210, Version. 1
The Equal Opportunity Officer is one of only five department heads directly reporting to the Board of Supervisors and is a key position to furthering the Board's policy against discrimination and in support of equal opportunity for all.
The amendment to the Employment Agreement appoints the Equal Opportunity Officer to step 3 of the new salary range, effective February 9, 2013.

OTHER AGENCY INVOLVEMENT:

None

FINANCING:

The recommended action will result in an increase in salary of approximately \$7,240 for FY 2013-14. There are sufficient appropriations in budget unit 1080_8066 to finance this increase. There is no change to the benefit cost as it remains the same and no increase to Net County Cost.

Prepared by:	Michelle Gomez Equal Opportunity Specialist	Date
Approved by:	Charles McKee County Counsel	Date
Attachments: Resolution Amended Equ	al Opportunity Officer Employn	nent Agreement

cc: Lew Bauman, County Administrative Officer James May, Director of Human Resources Michael Miller, Auditor-Controller