



## Legislation Details (With Board Report)

**File #:** RES 21-221      **Name:** Approve P-110 Compensation Philosophy Policy  
**Type:** BoS Resolution      **Status:** Passed  
**File created:** 12/1/2021      **In control:** Board of Supervisors  
**On agenda:** 12/7/2021      **Final action:** 12/7/2021

**Title:** Adopt a Resolution to:  
a. Approve the P-110 Compensation Philosophy Policy, which supersedes the Composition and Utilization of Agencies for Compensation Comparison Memorandum;  
b. Direct the Human Resources Department to take the necessary actions to implement the policy.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Report, 2. Attachment A - Current 1989 Compensation Philosophy, 3. Attachment B - P-110 Compensation Philosophy Policy, 4. Attachment C - Resolution, 5. Completed Board Order Item No. 80, 6. Completed Resolution Item No. 80

Date	Ver.	Action By	Action	Result
12/7/2021	1	Board of Supervisors	adopted	Pass

Adopt a Resolution to:  
a. Approve the P-110 Compensation Philosophy Policy, which supersedes the Composition and Utilization of Agencies for Compensation Comparison Memorandum;  
b. Direct the Human Resources Department to take the necessary actions to implement the policy.

**RECOMMENDATION:**

It is recommended that the Board of Supervisors adopt a Resolution to:  
a. Approve the P-110 Compensation Philosophy Policy, which supersedes the Composition and Utilization of Agencies for Compensation Comparison Memorandum;  
b. Direct the Human Resources Department to take the necessary actions to implement the policy.

**SUMMARY/DISCUSSION:**

Pursuant to Board of Supervisors direction, in April 1989, the County adopted the Composition and Utilization of Agencies for Compensation Comparison (Attachment A) which outlined the County’s then and current comparable agencies. In accomplishing the Human Resources Department Strategic Plan initiative to develop a compensation philosophy to guide salary setting that includes a review of comparator agencies; and to ensure the County is providing fair and competitive compensation for its workforce, the Human Resources Department (HRD) recently completed a comprehensive analysis that assessed data for the following:

- Agencies impacting recruitment and retention and geographic proximity;
- Agency similarity and demographics;
- Economic profile of agencies’ region;
- Agencies utilizing the County of Monterey as a comparator; and
- Agencies’ reliability, accessibility, consistency, and responsiveness when conducting classification and wage studies.

In addition to conducting labor market research, the Human Resources Department worked closely with Natividad, County Administrative Office, and Office of the County Counsel to draft P-110 Compensation Philosophy Policy (Attachment B). The policy outlines the County's comparable agencies for both countywide and hospital specific classifications. The term "hospital specific" refers to nurse, physician, and other classifications that are not generic in nature, but are unique and comparable to a hospital setting. The policy also gives consideration to the County's ability to maintain short term and long-term fiscal responsibility and sustainability when evaluating recommended base wage adjustments.

The Human Resources Department has provided notice to all represented employee groups and invited participation in the meet and confer process over the identified impacts associated with the proposed policy. Therefore, it is recommended that the Board of Supervisors approve the policy as indicated in Attachment B.

The County of Monterey remains committed to recruiting, retaining, developing, and engaging a diverse and talented workforce by providing competitive compensation, based upon labor market standards at similar public agencies.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department collaborated with Natividad, County Administrative Office, and Office of the County Counsel to develop the proposed policy.

FINANCING:

The cost associated with the recommendations from classification and compensation studies under an updated Compensation Philosophy Policy would be absorbed by corresponding department's budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action addresses the Board of Supervisors' Administration Strategic Initiative and demonstrates the County's commitment to meeting the Board's initiatives by attracting, recruiting, and retaining a diverse, talented work force that supports the mission of Monterey County.

- Economic Development
- Administration
- Health and Human Services
- Infrastructure
- Public Safety

Prepared By: Wendell Sells, Management Analyst III, 796-6066

Approved By: Irma Ramirez-Bough, Director of Human Resources, 755-5043

Attachments:

- A - Current 1989 Compensation Philosophy
- B - P-110 Compensation Philosophy
- C - Resolution