



Legislation Details (With Board Report)

File #: RES 20-125 **Name:** Amend PPPR
Type: BoS Resolution **Status:** Passed - Human Resources Department
File created: 8/3/2020 **In control:** Board of Supervisors
On agenda: 8/18/2020 **Final action:** 8/18/2020

Title: Adopt a Resolution to:
a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to abolish the classifications and associated salary ranges as indicated in Attachment A; and
b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Section A.10.2 - Assistant Department Heads Designated to remove the classification of Zoning Administrator from the designated Assistant Department Head list as indicated in Attachment A; and
c. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. Attachment A Abolish Classes 08-18-20, 3. BOS Resolution Abolish Classes 08-18-20, 4. Item No. 27 Completed Board Order and Resolution

Date	Ver.	Action By	Action	Result
8/18/2020	1	Board of Supervisors	adopted as amended	Pass

Adopt a Resolution to:
a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to abolish the classifications and associated salary ranges as indicated in Attachment A; and
b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Section A.10.2 - Assistant Department Heads Designated to remove the classification of Zoning Administrator from the designated Assistant Department Head list as indicated in Attachment A; and
c. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

RECOMMENDATION:

It is recommended that the Board of Supervisors take the following actions:

Adopt a Resolution to:

a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to abolish the classifications and associated salary ranges as indicated in Attachment A; and
b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Section A.10.2 - Assistant Department Heads Designated to remove the classification of Zoning Administrator from the designated Assistant Department Head list as indicated in Attachment A; and
c. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

SUMMARYDISCUSSION:

The Human Resources Department Strategic Plan for Classification and Compensation Administration includes a strategic initiative to eliminate unused and unneeded classifications to begin to modernize and simplify the County’s classification structure. To that end, and in the ongoing effort to update the County Classification and Compensation system, the Human Resources Department (HRD) conducted a review of the classification and salary tables in order to determine if there are classifications that no longer meet the needs of the County. HRD collaborated with all County departments resulting in a list of classifications and associated salary ranges to be

abolished as indicated in Attachment A. The classifications proposed to be abolished have no current allocations and are not expected to be used in the future.

In addition, as the Zoning Administrator classification is recommended to be abolished, it is recommended to amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Section A.10.2 - Assistant Department Heads Designated to remove the classification of Zoning Administrator from the designated Assistant Department Head list as indicated in Attachment A.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department collaborated with all County departments to identify the list of classifications recommended to be abolished.

FINANCING:

There is no impact to the general fund as a result of this action.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

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

Prepared by: Kim Moore, Assistant Director of Human Resources

Approved by: Irma Ramirez-Bough, Director of Human Resources

Attachments:
Attachment A
Resolution