



Legislation Details (With Board Report)

File #: 24-466 **Name:** Step Advance - A. Pyper
Type: General Agenda Item **Status:** Passed
File created: 6/5/2024 **In control:** Board of Supervisors
On agenda: 6/11/2024 **Final action:** 6/11/2024
Title: Authorize the advancement of Andreas Pyper to Step 4 of the Director of Human Resources salary range, in accordance with Personnel Policies and Practices Resolution No. 98-394 Section A.1.11.5., effective June 15, 2024. (ADDED VIA ADDENDA)

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. Completed Board Order Item No. 33.1

Date	Ver.	Action By	Action	Result
6/11/2024	1	Board of Supervisors		

Authorize the advancement of Andreas Pyper to Step 4 of the Director of Human Resources salary range, in accordance with Personnel Policies and Practices Resolution No. 98-394 Section A.1.11.5., effective June 15, 2024. (ADDED VIA ADDENDA)

RECOMMENDATION:

It is recommended that the Board of Supervisors authorize the advancement of Andreas Pyper to Step 4 of the Director of Human Resources salary range, in accordance with Personnel Policies and Practices Resolution No. 98-394 Section A.1.11.5., effective June 15, 2024.

SUMMARY/DISCUSSION:

Andreas Pyper was hired as the Director of Human Resources in December 2023. Since assuming the position, he has implemented a variety of operational and system enhancements to improve employee satisfaction, streamline processes, and enhance compliance. Mr. Pyper’s demonstrated skills, expertise and well-established role as a leader will continue providing significant contributions to the Human Resources Department, County of Monterey departments, and employees that they serve.

The advancement of Mr. Pyper to Step 4 would offer an appropriate increase in salary commensurate with the responsibilities of the position and recognizes his ongoing contributions. The County Administrative Officer requests approval of the recommended action in accordance with Personnel Policies and Practices Resolution (PPPR) No. 98-394, Section A.1.11.5, which states:

“In any case where, by reason of unusual circumstances, rigid adherence to the principles related to salary adjustment set forth above would otherwise cause a manifest injustice, the Board of Supervisors may, upon written request of the County Administrative Officer, authorize the advancement of an employee to such step in the employee’s salary range as the Board of Supervisors determines to be just and proper.”

OTHER AGENCY INVOLVEMENT:

The Human Resources Department and Office of the County Counsel have reviewed and concur with recommended actions.

FINANCING:

The FY 2024-25 Recommended Budget includes funding for the Director of Human Resources position at a Step 4. Additional step increases during the fiscal year can potentially impact the department's budget depending on when they occur. The department expects to manage any impacts within their operational budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action further advances the Board of Supervisors Administrative Strategic Initiative.

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

Prepared by: Karina Bokanovich, Management Analyst

Approved by: Kim Moore, Assistant Director of Human Resources
Sonia M. De La Rosa, County Administrative Officer