



Legislation Details (With Board Report)

**File #:** RES 23-010      **Name:** Amend P-100 Compensation Philosophy Policy  
**Type:** BoS Resolution      **Status:** Passed  
**File created:** 1/17/2023      **In control:** Board of Supervisors  
**On agenda:** 1/24/2023      **Final action:** 1/24/2023  
**Title:** Adopt a Resolution to:  
a. Amend P-110 Compensation Philosophy Policy;  
b. Direct the Human Resources Department to take the necessary actions to implement the policy.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Report, 2. Resolution, 3. Attachment A - P-110 Compensation Philosophy Policy, 4. Completed Board Order Item No. 31, 5. Completed Resolution Item No. 31

Date	Ver.	Action By	Action	Result
1/24/2023	1	Board of Supervisors		

Adopt a Resolution to:  
a. Amend P-110 Compensation Philosophy Policy;  
b. Direct the Human Resources Department to take the necessary actions to implement the policy.

**RECOMMENDATION:**

It is recommended that the Board of Supervisors:  
a. Amend P-110 Compensation Philosophy Policy;  
b. Direct the Human Resources Department to take the necessary actions to implement the policy.

**SUMMARY/DISCUSSION:**

On December 7, 2021, the Board of Supervisors approved the County’s current Compensation Philosophy Policy.

After providing the appropriate notices to represented employee groups, the Human Resources Department has updated the Compensation Philosophy to add the County of Alameda as a comparable agency. Therefore, it is recommended that the Board of Supervisors approve the amended policy as indicated in Attachment A.

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 amended 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 & Human Services
- Infrastructure
- Public Safety

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Attachments:

A - P -110 Compensation Philosophy

B - Resolution