



Legislation Details (With Board Report)

File #: RES 23-120 **Name:** Psychiatric Social Worker Base Wage Study
Type: BoS Resolution **Status:** Passed
File created: 6/29/2023 **In control:** Board of Supervisors
On agenda: 7/11/2023 **Final action:** 7/11/2023

Title: Adopt a Resolution to:
a. Amend Personnel Policies and Practices Resolution (PPPR) Appendix A to adjust the base wage salary ranges of the Psychiatric Social Worker I/II and Senior Psychiatric Social Worker classifications as indicated in Attachment A;
b. 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, 3. Resolution, 4. Completed Board Order Item No. 40, 5. Completed Resolution Item No. 40

Date	Ver.	Action By	Action	Result
7/11/2023	1	Board of Supervisors		

Adopt a Resolution to:
a. Amend Personnel Policies and Practices Resolution (PPPR) Appendix A to adjust the base wage salary ranges of the Psychiatric Social Worker I/II and Senior Psychiatric Social Worker classifications as indicated in Attachment A;
b. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

RECOMMENDATION:

It is recommended that the Board of Supervisors consider adopting a Resolution to:
a. Amend Personnel Policies and Practices Resolution (PPPR) Appendix A to adjust the base wage salary ranges of the Psychiatric Social Worker I/II and Senior Psychiatric Social Worker classifications as indicated in Attachment A;
b. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

SUMMARY/DISCUSSION:

The Human Resources Department completed a base wage compensation study of the Psychiatric Social Worker classification series. The Psychiatric Social Worker classification series includes the Psychiatric Social Worker I/II and Senior Psychiatric Social Worker classifications.

The base wage analysis of the County’s comparable agencies found that based on the duties performed, the benchmark classification of Psychiatric Social Worker II was matched to eight (8) of the ten (10) comparable agencies: The Counties of Alameda, Contra Costa, San Benito, San Luis Obispo, San Mateo, Santa Clara, Santa Cruz, and Sonoma. After a thorough review and analysis of available data, no comparable matches were identified at the Cities of Monterey and Salinas. The base wage salary of the Psychiatric Social Worker II classification was found to be approximately 6.59% below the salary mean of the comparable agencies’ classifications. To promote the Human Resources Department’s mission to make the County the employer of choice, the goal is to provide labor market competitive wages by setting base wages within five percent (5% = -

4.495% with rounding) of the average of the agencies identified. The County's philosophy is to maintain a competitive compensation package that attracts and retains the highest quality candidates and employees to serve the community while maintaining sound fiscal standards.

In accordance with the Compensation Philosophy, the base wage salary of the Psychiatric Social Worker II classification would need to be adjusted by approximately 6.59% at top step in order to align it with the labor market average and to maintain the current spread in the classification series.

OTHER AGENCY INVOLVEMENT:

The Board of Supervisors Budget Committee, Health Department, Office of the Public Defender, and Natividad have reviewed and concur with the recommendations. In addition, the Service Employees International Union (SEIU) Local 521 has been notified of the recommendations.

FINANCING:

Approval of the recommended action would result on an estimated cost increase of \$1,921,088 across three departments, Health \$1,795,259, Natividad \$117,305, and the Public Defender \$8,524. All departments will manage the increased costs within their FY 2023-24 adopted budgets; however, cost increases will create budgetary imbalances in future years if revenue growth is not sufficient to keep up with overall expenditure increases.

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

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Attachments:
Attachment A
Resolution