



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: RES 13-013, **Version:** 1

Adopt Resolution to:

- a. Amend the Personnel Policies and Practices Resolution (PPPR) No. 98-394 to adjust the salary range of the Managing Deputy District Attorney classification as indicated in the attached Resolution;
- b. Authorize the Human Resources Department to implement the change in the Advantage HRM system.

RECOMMENDATION:

It is recommended the Board of Supervisors effective January 26, 2013:

Adopt a Resolution to:

- a. Amend the Personnel Policies and Practices Resolution (PPPR) No. 98-394 to adjust the salary range of the Managing Deputy District Attorney classification as indicated in the attached Resolution;
- b. Authorize the Human Resources Department to implement the change in the Advantage HRM system.

SUMMARY/DISCUSSION:

On July 10, 2012 your Board approved a Tentative Agreement with the Monterey County Prosecutors Association (Unit E) that provided for a parity salary increase for Deputy District Attorney III and IV classifications in year one of the contract and an additional increase for Deputy District Attorney IV in year two of the contract. The parity increase aligned the salary of the Deputy District Attorneys with the same level of classifications in the County Counsel Association (Unit G). This salary increase created an imbalance with the direct supervisory classification of Managing Deputy District Attorney.

The District Attorney requested the salary of the Managing Deputy District Attorney be studied to ensure the classification is appropriately compensated. An internal alignment review confirmed the salary is currently compacted and will fall below the District Attorney IV classification as of July 1, 2013. The spread between the two classifications prior to the increase was approximately 4%. The recommended salary range adjustment maintains an appropriate spread between the Managing Deputy District Attorney and the Deputy District Attorney IV classifications.

For these reasons it is recommended the Managing Deputy District Attorney salary range be adjusted as indicated in the attached Resolution.

OTHER AGENCY INVOLVEMENT:

The District Attorney's Office concurs with the recommended action.

FINANCING:

This action will result in an increased salary and benefit cost of approximately \$12,824 for the remainder of FY 2012-13 and an annualized cost of approximately \$30,311. There are sufficient appropriations within the District Attorney's Office Budget DIS001 to absorb the cost.

Prepared by: Kim Moore, Principal Human Resources Analyst
Approved by: James E. May, Director of Human Resources

Attachments:
Resolution