



County of Monterey

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

Board Report

File #: RES 23-129, **Version:** 1

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) Appendix A to adjust the base wage salary range of the Deputy Sheriff-Operations classification as indicated in Attachment A effective July 15, 2023; and,
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (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 range of the Deputy Sheriff-Operations classification as indicated in Attachment A effective July 15, 2023; and,
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

SUMMARY/DISCUSSION:

On March 16, 2022, the County and the County of Monterey Patrol Association (COMPA) reached a tentative agreement, which included in part, for the County to conduct a base wage compensation study which covers the classifications represented by COMPA in accordance with the County's Compensation Philosophy. The Human Resources Department completed the base wage compensation study of the Deputy Sheriff-Operations classification.

The base wage analysis of the County's comparable agencies found that based on the duties performed, the Deputy Sheriff-Operations classification was matched to all nine (9) comparable agencies: The Counties of Contra Costa, San Benito, San Luis Obispo, San Mateo, Santa Clara, Santa Cruz and Sonoma as well as the Cities of Monterey and Salinas. The base wage salary was found to be approximately 8.12% 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 Deputy Sheriff-Operations classification would need to be adjusted by approximately 8.12% at top step in order to align it with the labor market average.

OTHER AGENCY INVOLVEMENT:

The Board of Supervisors Budget Committee requested for the item to be taken forward to the Board of Supervisors for consideration. The County Administrative and Sheriff's Offices have reviewed and concur with the recommendations. In addition, the County of Monterey Patrol Association (COMPA) has been notified of the recommendations.

FINANCING:

The estimated annualized cost of this wage adjustment, based on the wage study, is approximately \$1,494,155. All available ongoing revenues have been allocated. The Sheriff's Office will carefully manage and monitor its

FY 2023-24 adopted appropriations and endeavor to absorb these increases and, if budget modifications are needed, return by December 2023 to provide an update when the Budget End-of-Year Report for FY 2022-23 is brought forward by the County Administrative Office.

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