



# County of Monterey

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

## Board Report

File #: 06-897, Version: 1

COMPLETED BOARD ORDER

0600.025; 0602.500; 0150.146

Before the Board of Supervisors in and for the  
County of Monterey, State of California

Resolution #:06-361  
Board Budget No.: 06/07-088  
Amends Personnel Policies and Practices Resolution No. 98-394 to increase the salary range of Undersheriff by six percent (6%) retroactive to July 8, 2006.....  
PPPR Control #:  
ACZZ Control #:

Upon motion of Supervisor Potter, seconded by Supervisor Armenta, and carried by those members present the Board hereby;

Amends Personnel Policies and Practices Resolution No. 98-394 to:

Increase the salary range of Undersheriff by six percent (6%), retroactive to July 8, 2006, as follows:

Old Salary String

Classification Title: Undersheriff		Hourly, Bi-Weekly and Monthly Pay Rates							Class	WG Code*	EEO OT*	W/C*	BU	FLSA	MoCo
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step * Cat*								
\$63,710	\$67,214	\$70,910	174,809	\$78,924	\$82,871			12A13		E	7720	Y	E	N	
\$5096.80	\$5377.12	\$5672.80	v5984.721	\$6313.92	\$6629.68										
1\$11,043	\$11,650	\$12,291	\$12,967	\$13,680	\$14,364										

\*provided for information purposes only

New Salary String

BIB]

- 39736-U01
- COMPLETED-U02
- BOARD-U02
- ORDER-U02
- LI21329-U03
- FO21330-U03
- FO40740-U03
- FO46646-U03
- MG46674-U03

AS46690-U03  
AS46692-U03  
AI55063-U03  
DO55636-U03  
C7-U03  
COUNTY-U03  
CODE-U03  
12/13/2006-U04  
CORTESS-U04  
8478-U05  
2-U06  
AMEND-U07  
PERSONNEL-U07  
POLICIES-U07  
PRACTICES-U07  
230-SHERIFF-U08  
BACON-U09  
CONNIE-U09  
BACONC-U10  
11/30/2006-U011  
RESOLUTION-U012  
NO.-U012  
98-394-U012  
TO-U012  
INCREASE-U012  
SALARY-U012  
RANGE-U012  
CLASSIFICATION-U012  
OF-U012  
UNDERSHERIFF-U012  
BY-U012  
SIX-U012  
6%)-U012  
PERCENT-U012  
RETROACTIVE-U012  
TO-U012  
FIRST-U012  
FULL-U012  
PAY-U012  
PERIOD-U012  
AFTER-U012  
JULY-U012  
1,-U012  
2006.-U012

COMPLETED BOARD ORDER 06-897-R1

Resolution No.: 06-361

Budget Number: 06/07-088

December 12, 2006

Classification Title: Undersheriff

Hourly, Bi-Weekly and Monthly Pay Rates

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step	Class	WG	EEO	W/C*	BU	FLSA	MoCo
				7	Code	* Cat*		Code*		OT*			

\$67,533	\$71,247	\$75,165	\$79,298	\$83,659	\$87,843							
\$5402.61	\$5699.75	\$6013.17	\$6343.80	\$6692.76	\$7027.46	12A	13	E	7720	Y	E	N
\$11,705	\$12,349	\$13,028	\$13,745	\$145,00	\$15,225							

\*provided for information purposes only

PASSED AND ADOPTED on this 12<sup>th</sup> day of December 2006, by the following vote, to- III  
wit:

AYES: Supervisors Armenta, Calcagno, Potter, and Smith

NOES: None

ABSENT: Supervisor Lindley

I, Lew Bauman, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof Minute Book 73 on December 12, 2006.


Dated: December 12, 2006 Lew C. Bauman, Clerk of the Board of Supervisors,  
County of Monterey of California.

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By Darlene Drain, Deputy  
TMO /

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COMPLETED BOARD ORDER  MONTEREY COUNTY BOARD OF SUPERVISORS  
MEETING: December 12, 2006- Consent AGENDA NO.: Z  
SUBJECT: Amend Personnel Policies and Practices Resolution No. 98-394 to increase the  
salary range for the classification of Undersheriff by six (6%) percent retroactive  
to the first full pay period after July 1, 2006.  
DEPARTMENT: County Administrative Office/Sheriff s Office

RECOMMENDATION:

It is recommended that the Board of Supervisors amend Personnel Policies and Practices  
Resolution No. 98-394 to:

Increase the salary range for the classification of Undersheriff by six (6%) percent retroactive to  
the first full pay period after July 1, 2006.

Classification	Class Code	Old Salary Range
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Undersheriff                    12A13                    \$11,043    \$14,364/month

Classification                    Class Code                    New    Salary Range  
Undersheriff

**SUMMARY/DISCUSSION:**

This recommendation addresses salary compaction between the Undersheriff and the Chief Deputy Sheriff. The current Undersheriff and another employee were both promoted to the Chief Deputy positions on January 6, 2003 at equal salaries. The current Undersheriff was promoted to that position on January 8, 2005.

As a result of the current Chief Deputy Sheriff receiving a step advancement on January 7, 2006, the salaries of the Chief and the Undersheriff have been compacted. The gap between the Chief Deputy and the Undersheriff was reduced to three percent (3%) and currently remains at three percent (3%).

Earlier this year, a request was submitted to the County Administrative Office to review and consider an increase within salary range for the current Undersheriff. After reviewing the issue, the County Administrative Office recommended a six percent (6%) adjustment to the wage range. This action increases the gap from three percent (3%) to nine percent (9%). In addition, it was recommended that the incumbent be advanced an additional step.

Since the incumbent Undersheriff is eligible for a step increase to step 4) on January 8, 2007, the additional step advancement is not included in this recommendation. However, additional action may be required at a later date if the nine percent (9%) gap proves to be problematic.

It is requested that the adjustment to the wage range be awarded effective retroactive to the beginning of the first full pay period of FY 2006-07, July 8, 2006.

BIB]

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COMPLETED BOARD ORDER OTHER AGENCY INVOLVEMENT:  
The County Administrative Office-Human Resources concurs with the recommended action.

FINANCING:  
The recommended increase represents an additional current year and annualized cost of \$8,850, which will be absorbed by the Sheriff's Office. There is no impact on the County General Fund as a result of approving this recommendation.

Approved  
M Kanalakias  
Sheriff, Coroner

Approved by:  
Ton  
Assistant County  
Administrative Officer

Prepared by:  
Z)/  
nnRose Alig~  
Associate Personnel Analyst  
November 30, 2006

cc: Mike Miller, Auditor-Controller  
Keith Honda, Assistant County Administrative Officer

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