



County of Monterey

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

Board Report

File #: 13-1210, **Version:** 1

Adopt a Resolution to:

- a. Amend the Personnel Policies and Practices Resolution (PPPR) No.98-394 Appendix A to adjust the salary range of the Equal Opportunity Officer classification as indicated in the attached Resolution;
- b. Authorize the Human Resources Department to implement the change in the Advantage HRM system;
- c. Authorize the Auditor Controller to make the adjustment retroactive to February 9, 2013; and
- d. Approve Amendment to Employment Agreement with the County of Monterey Equal Opportunity Officer and authorize the Chair of the Board to sign the same.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Adopt a Resolution to:

- a. Amend the Personnel Policies and Practices Resolution (PPPR) No.98-394 Appendix A to adjust the salary range of the Equal Opportunity Officer classification as indicated in the attached Resolution;
- b. Authorize the Human Resources Department to implement the change in the Advantage HRM system;
- c. Authorize the Auditor Controller to make the adjustment retroactive to February 9, 2013; and
- d. Approve Amendment to Employment Agreement with the County of Monterey Equal Opportunity Officer and authorize the Chair of the Board to sign the same.

SUMMARY/DISCUSSION:

It is recommended that the Board of Supervisors establish a competitive salary range for the Equal Opportunity Officer classification that is compensatory with the scope and level of authority and the charge of duties as directed by the Board.

The Equal Opportunity Officer is one of only five department heads directly reporting to the Board of Supervisors and is a key position to furthering the Board's policy against discrimination and in support of equal opportunity for all.

The amendment to the Employment Agreement appoints the Equal Opportunity Officer to step 3 of the new salary range, effective February 9, 2013.

OTHER AGENCY INVOLVEMENT:

None

FINANCING:

The recommended action will result in an increase in salary of approximately \$7,240 for FY 2013-14. There are sufficient appropriations in budget unit 1080_8066 to finance this increase. There is no change to the benefit cost as it remains the same and no increase to Net County Cost.

Prepared by:

Michelle Gomez
Equal Opportunity Specialist

Date

Approved by:

Charles McKee
County Counsel

Date

Attachments:

Resolution

Amended Equal Opportunity Officer Employment Agreement

cc: Lew Bauman, County Administrative Officer
James May, Director of Human Resources
Michael Miller, Auditor-Controller