



County of Monterey

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

Board Report

File #: 16-081, **Version:** 1

- a. Amend and approve Personnel Policies and Practices Resolution (PPPR) No. 98-394 to adjust the salary range for the classification of Workforce Investment Board (WIB) Employment Program Supervisor (60G43) from \$4,716-\$6,438 to \$5,030-\$6,866;
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Amend and approve Personnel Policies and Practices Resolution (PPPR) No. 98-394 to adjust the salary range for the classification of Workforce Investment Board (WIB) Employment Program Supervisor (60G43) from \$4,716-\$6,438 to \$5,030-\$6,866;
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

A request for wage study was initiated by SEIU Union representing Unit F employees and staff in those classifications in December 2014. The comparable counties used for the WIB Employment Programs Supervisor classification were Fresno, San Benito, San Luis Obispo, San Mateo, Santa Barbara, Santa Clara, Santa Cruz and Ventura. SEIU representative Jay Donato and the three Supervisor's holding the classification in the Department sought out Joyce Aldrich, Executive Director of WIB Agency to ask for support in requesting the wage study. Upon review of the information provided and meeting with the WIB Finance Manager to address any potential impacts an increase would cause, the decision was made to support SEIU moving forward with County HR to research whether there was an inequity in similar positions within the comparable counties.

Human Resources conducted the salary study of the WIB Employment Program Supervisor in which it was determined the salary ranges were 6.65% below the average compensation of comparable positions compared to approved comp counties.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has reviewed and approves the recommended salary adjustment retroactive to November 5, 2015, which was the point in time the research verified the inequity of 6.65%.

FINANCING:

Department Head and Division Director were conscious of possible differing compensation, therefore projected and included a 12% increase in their annual budget for FY 2015-16 for the anticipated change in compensation for the three positions in the department. Funding for these positions comes out of Economic Development Budget Unit 8427, Fund 007; therefore there is no impact to the General Fund.

Prepared by:

Approved by:

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ATTACHMENTS:

Workforce Investment Board Employment Program Supervisor Salary Table
Resolution