



County of Monterey

Item No.22

Board Report

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

Legistar File Number: RES 25-127

August 12, 2025

Introduced: 7/31/2025

Current Status: General Government -
Consent

Version: 1

Matter Type: BoS Resolution

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to correct the salary ranges of the Child Support Officer I, II & III, Supervising Child Support Officer, and Child Support Performance Specialist effective the date of the base wage adjustment on July 12, 2025, to reflect the correct increase as a result of the appeal process, as indicated in Attachment A; and
- b. Direct the Human Resources Department and the Auditor Controller's Office 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) No. 98-394 Appendix A and B to correct the salary ranges of the Child Support Officer I, II & III, Supervising Child Support Officer, and Child Support Performance Specialist effective the date of the base wage adjustment on July 12, 2025, to reflect the correct increase as a result of the appeal process, as indicated in Attachment A; and
- b. Direct the Human Resources Department and the Auditor Controller's Office to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:

The Human Resources Department contracted with independent consulting firms Management Strategies Group, a consulting division of Sloan Sakai Yeung & Wong LLP and Regional Government Services (RGS) to conduct multiple base wage studies in addition to conducting several studies internally. As a result, several classifications/series were found to be below the market of the County's comparable agencies. Effective Fiscal Year 2024-25, the Human Resources Department, in partnership with the County Administrative Office, implemented a new process for aligning the implementation of completed base wage compensation studies with the County's budget adoption process.

On July 8, 2025, the Board of Supervisors approved the base wage compensation recommendations for the classifications/series the Human Resources Department received appeals for. Through the implementation process, staff was made aware the salary adopted for the Child Support Officer Series and Child Support Performance Specialist classification did not reflect the correct increase as a result of the appeal process. Therefore, the Human Resources Department recommends adopting a resolution to amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to correct the base wage salary ranges effective the date of the base wage adjustment on July 12, 2025, as indicated in

Attachment A.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office concurs with the recommendations.

FINANCING:

The salary and benefits increased costs for Fiscal Year 2025-26 were included in the FY 2025-2026 Adopted Budget.

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

Prepared by: Kim Moore, Assistant Director of Human Resources

Approved by: Andreas Pyper, Director of Human Resources

Attachments:

Attachment A
Resolution