



County of Monterey

Item No.

Board Report

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

Legistar File Number: 26-191

March 10, 2026

Introduced: 2/27/2026

Current Status: Draft

Version: 1

Matter Type: General Agenda Item

- a. Approve and authorize the Contracts and Purchasing Officer or designee to execute a non-standard agreement with Regional Government Services Authority (RGS) for the provision of human resources consulting services, in the amount of \$13,900, for a term from the date it is fully executed through December 31, 2026; and
- b. Accept the non-standard terms and conditions as recommended by the Human Resources Department and County Counsel Office.
- c. Approve and authorize the Contracts and Purchasing Officer or designee to execute future amendments, provided they do not exceed an aggregate amount of \$20,000.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve and authorize the Contracts and Purchasing Officer or designee to execute a non-standard agreement with Regional Government Services Authority (RGS) for the provision of human resources consulting services, in the amount of \$13,900, for a term from the date it is fully executed through December 31, 2026; and
- b. Accept the non-standard terms and conditions as recommended by the Human Resources Department and County Counsel Office.
- c. Approve and authorize the Contracts and Purchasing Officer or designee to execute future amendments, provided they do not exceed an aggregate amount of \$20,000.

SUMMARY:

The Human Resources Department periodically requires specialized technical expertise to support base wage compensation analysis, salary benchmarking, and related classification and compensation initiatives. Due to current workload demands and the need for subject matter expertise in base wage compensation analysis, the Human Resources Department proposes entering into an agreement with Regional Government Services Authority, a public agency Joint Powers Authority that provides professional human resources consulting services to public sector entities. The agreement will allow the County to access experienced compensation professionals to support time-sensitive and specialized projects.

During the contract negotiation process, modifications to the County's standard agreement template were recommended by Regional Government Services Authority. As a result, Board approval is

required to authorize execution of the non-standard agreement and acceptance of the modified terms and conditions.

DISCUSSION:

The Human Resources Department identified a need for professional consulting services to assist with base wage compensation projects. These services support the County’s responsibility to maintain a competitive, equitable, and policy-compliant compensation structure.

Regional Government Services Authority was selected due to its demonstrated experience providing public-sector human resources consulting services, including classification and compensation analysis for California public agencies. Engaging Regional Government Services Authority will help supplement internal staffing resources and ensure continuity of time-sensitive compensation initiatives.

During the contract review process, non-standard terms were identified, including provisions related to indemnification, insurance, and dispute resolution (listed in Exhibit C to the agreement). The proposed modifications to the Standard Agreement were reviewed by County Counsel and are not expected to significantly increase the County’s risk.

Approval of this non-standard agreement and allow the Human Resources Department to obtain specialized compensation consulting services in support of the County’s compensation program.

OTHER AGENCY INVOLVEMENT/COMMITTEE ACTIONS:

The offices of the County Counsel and Auditor-Controller have reviewed the Agreement as to form and fiscal provisions, respectively.

FINANCING:

The cost associated with this Agreement is \$13,900; approximately \$8,700 will be covered by the Assessor, Treasurer-Tax Collector, and Auditor-Controller, and \$5,200 will be covered by the Human Resources Department with appropriations in the FY 2026 budget.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:

The proposed recommended actions support the Board of Supervisors’ Dynamic Organization and Employer of Choice Strategic Plan Goal. These actions demonstrate the County’s commitment to attracting, hiring, and retaining a diverse and talented workforce by establishing fair compensation across all employee levels.

- Well-Being and Quality of Life
- Sustainable Infrastructure for the Present and Future
- Safe and Resilient Communities
- Diverse and Thriving Economy
- Dynamic Organization and Employer of Choice

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Attachments:

Agreement between the County and Regional Government Services Authority