

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

- Resolution No.:** \_\_\_\_\_ )  
Adopt a resolution: )  
a. Approving the Fiscal Year (FY) 2026-27 Budget for the County of )  
Monterey incorporating the FY 2026-27 Recommended Budget, )  
which includes the County’s General Financial Policies, )  
adjustments for clerical errors, and additional modifications )  
directed by the Board at the May 27, 2026, Budget Hearing; and )  
b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98- )  
394 Appendix A and B to adjust the salary ranges of multiple )  
classifications/series effective July 11, 2026, as indicated in )  
Attachment D; and )  
c. Direct the Human Resources Department and Auditor-Controller to )  
implement the base wage changes in the Advantage Human )  
Resources Management (HRM) System; and, )  
d. Adopt the Maximum Filled Full-Time Equivalency (FTE) Policy in )  
replacement of the Hiring Freeze Exemption Policy effective July )  
1, 2026, as indicated in Attachment E..... )

WHEREAS, Sections 29088-29092 of the Government Code of the State of California provide that the Board of Supervisors of each county shall adopt, by resolution, the budget; and

WHEREAS, after giving due notice as required by law, the Board of Supervisors held Public Hearings for the purpose of developing the Adopted Budget for the County of Monterey for FY 2026-27; and

WHEREAS, at said Public Hearing held on May 27, 2026, the Board of Supervisors heard all requests for the increase, decrease, or other alteration of the 2026-27 Recommended Budget as prepared by the County Administrative Officer, and in consideration thereof has decided upon all revisions of said Recommended Budget which it deems advisable; and

WHEREAS, the record of such decisions is in final form in the possession of, and will be published by the Monterey County Auditor-Controller; and

WHEREAS, the minimum requirements as set forth in Section 29089 of the Government Code of the State of California have been met in the budget document; and

WHEREAS, Section 29090 of the Government Code of the State of California permits the adoption of the budget by reference to the financing uses in the budget as finally determined; and

WHEREAS, on April 7, 2026, the Board of Supervisors held the FY 2026-27 Budget Workshop and provided direction to minimize impacts to employees and County services; and

WHEREAS, 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; and

WHEREAS, the results of the base wage studies determined that multiple classifications/series were below the market of the County's comparable agencies; and

WHEREAS, the Board of Supervisors previously approved the phased implementation of base wage adjustments for classifications receiving a phased two (2) year implementation and phased four (4) year implementation; and

WHEREAS, the County desires to implement the final installment of the approved two (2) year phased implementation and the next installment of the approved four (4) year phased implementation, effective July 11, 2026, as indicated in Attachment D.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Supervisors of the County of Monterey as follows:

1. The FY 2026-27 Budget for the County of Monterey, including the County's General Financial Policies, and incorporating the FY 2026-27 Recommended Budget presented at its May 27, 2026, Budget Hearings, including modifications approved by the Board at said Public Hearings, as detailed in Attachment A and Exhibit 1, and corrections as detailed in Attachment C and Exhibit 1, and by reference attached hereto and incorporated herein, is hereby approved and adopted.
2. The FY 2026-27 Recommended Budget as received and approved with modifications by the Board during the Public Hearings, and as officially submitted by the County Administrative Officer to the Auditor-Controller, with said revised budget for the County of Monterey is hereby approved and adopted by reference as the Adopted Budget for the 2026-27 Fiscal Year for the County of Monterey.
3. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the salary ranges of multiple classifications/series, are hereby amended, effective July 11, 2026, as indicated in Attachment D.
4. The Human Resources Department and Auditor-Controller are directed to implement the base wage changes in the Advantage Human Resources Management (HRM) System.
5. The Maximum Filled Full-Time Equivalency (FTE) Policy to establish the maximum filled FTE by individual department is hereby approved and adopted effective July 1, 2026, as indicated in Attachment E.

PASSED AND ADOPTED on this 16th day of June 2026, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

I, Valerie Ralph, 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 Supervisors duly made and entered in the minutes thereof at page \_\_\_ of Minute Book \_\_\_\_, on \_\_\_\_\_.

Dated:

Valerie Ralph, Clerk of the Board of Supervisors  
County of Monterey, State of California.

By \_\_\_\_\_  
Deputy