

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

Resolution No.: PPPR Control No. 22-028)
HRM Control No. 22-025)

- Adopts a Resolution to:)
 a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A)
 to adjust the salary ranges of the Property Transfer Clerk and Senior Property)
 Transfer Clerk as indicated in attachment A;)
 b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A)
 to adjust the salary ranges of the Appraiser I, Appraiser II, Appraiser III and)
 Supervising Appraiser as indicated in attachment A;)
 c. Direct the Human Resources Department to implement the changes in the)
 Advantage HRM system.)

WHEREAS, the Office of the Assessor-Clerk-Recorder requested a base wage compensation study of the Property Transfer Clerk series and the Appraiser series citing that no base wage compensation studies have been conducted on these classifications for many years; and

WHEREAS, the Human Resources Department conducted base wage compensation studies of the Property Transfer Clerk and Appraiser II benchmark classifications which determined the Property Transfer Clerk is 18.95% and the Appraiser II 10.19% below the mean of the County's comparable agencies and are recommended to be adjusted by the approximate percentage identified at top step; and

WHEREAS, the Human Resources Department further recommends adjusting the Senior Property Transfer Clerk by approximately 18.95% at top step and the Appraiser I, Appraiser III and Supervising Appraiser at approximately 10.19% at top step in order to maintain the spread of the series; and

WHEREAS, to implement the recommendations, the actions require the Personnel Policies and Practices Resolution No. 98-394 Appendix A to be amended; NOW, THEREFORE,

BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

- Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary ranges of the Property Transfer Clerk and Senior Property Transfer Clerk as indicated below:

Classification Title: Property Transfer Clerk							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$23.190	\$24.465	\$25.810	\$27.230	\$28.727	\$30.164	\$31.672	80R22	18	OC	8810	J	N
\$1,855.16	\$1,957.19	\$2,064.83	\$2,178.39	\$2,298.20	\$2,413.10	\$2,533.76						
\$4,020	\$4,241	\$4,474	\$4,720	\$4,979	\$5,228	\$5,490						

*provided for information purposes only

Classification Title: Senior Property Transfer Clerk							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$25.627	\$27.036	\$28.523	\$30.092	\$31.747	\$33.334	\$35.001	80R23	17	OC	8810	J	N
\$2,050.16	\$2,162.91	\$2,281.86	\$2,407.36	\$2,539.76	\$2,666.74	\$2,800.08						
\$4,442	\$4,686	\$4,944	\$5,216	\$5,503	\$5,778	\$6,067						

*provided for information purposes only

2. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary ranges of the Appraiser I, Appraiser II, Appraiser III and Supervising Appraiser as indicated below:

Classification Title: Appraiser I							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$25.459	\$26.859	\$28.337	\$29.895	\$31.539	\$33.116	\$34.772	28A02	14	PP	9410	J	N
\$2,036.74	\$2,148.76	\$2,266.93	\$2,391.61	\$2,523.14	\$2,649.30	\$2,781.76						
\$4,413	\$4,656	\$4,912	\$5,182	\$5,467	\$5,740	\$6,027						

*provided for information purposes only

Classification Title: Appraiser II							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$31.235	\$32.953	\$34.766	\$36.678	\$38.695	\$40.630	\$42.661	28A21	14	T	9410	J	N
\$2,498.83	\$2,636.26	\$2,781.25	\$2,934.21	\$3,095.58	\$3,250.36	\$3,412.88						
\$5,414	\$5,712	\$6,026	\$6,357	\$6,707	\$7,042	\$7,395						

*provided for information purposes only

Classification Title: Appraiser III							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$34.860	\$36.777	\$38.800	\$40.933	\$43.185	\$45.344	\$47.611	28A22	13	T	9410	J	N
\$2,788.78	\$2,942.15	\$3,103.96	\$3,274.67	\$3,454.77	\$3,627.50	\$3,808.88						
\$6,042	\$6,375	\$6,725	\$7,095	\$7,485	\$7,860	\$8,253						

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Classification Title: Supervising Appraiser							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$43.506	\$45.899	\$48.423	\$51.086	\$53.896	\$56.590	\$59.420	28A80	3	P	9410	F	E
\$3,480.48	\$3,671.90	\$3,873.84	\$4,086.89	\$4,311.66	\$4,527.24	\$4,753.60						
\$7,541	\$7,956	\$8,393	\$8,855	\$9,342	\$9,809	\$10,299						

*provided for information purposes only

3. The Human Resources Department is directed to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this ____ day of _____, 2022, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

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 of Supervisors duly made and entered in the minutes thereof of Minute Book___ for the meeting on _____.

Dated:

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

By _____
, Deputy