

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

Resolution No.: -----

PPPR Control No. 23-008

HRM Control No. 23-008

- Adopt a Resolution to:)
a. Amend Personnel Policies and Practices Resolution)
(PPPR) No. 98-394 Appendix A & B to retitle the)
classification of Principal Risk Management Analyst to)
Risk Manager and adjust the base wage salary ranges with)
an effective date of January 28, 2023, as indicated below;)
b. Direct the Human Resources Department to implement the)
changes in the Advantage Human Resources Management)
(HRM) System.)

WHEREAS, it is recommended to retitle the Principal Risk Management Analyst classification to Risk Manager to more accurately reflect the nature of the work assigned; and

WHEREAS, the Human Resources Department conducted a base wage compensation study of the Principal Risk Management Analyst classification which determined that the classification is 10.64% below the mean of the County's comparable agencies and it is recommended to adjust the base wage salary of the Principal Management Analyst classification by the respective approximate percentage at top step; and

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

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

1. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B are amended to retitle Principal Risk Management Analyst classification to Risk Manager and adjust the base wage salary ranges with an effective date of January 28, 2023, as indicated below:

Classification Title: Risk Manager							Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$59.725	\$63.010	\$66.475	\$70.131	\$73.988	\$77.688	\$81.572	14B64	03	P	8810	X	E
\$4,778.02	\$5,040.79	\$5,318.02	\$5,610.50	\$5,919.06	\$6,215.01	\$6,525.76						
\$10,352	\$10,922	\$11,522	\$12,156	\$12,825	\$13,466	\$14,139						

*Provided for information purposes only.

2. The Human Resources Department is directed to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this _____ day of _____, 2023, 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 Minute Book _____, on _____.

Dated:

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

By _____
, Deputy