

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

- Resolution No.: PPPR Control No. 23-040)
 HRM Control No. 23-034)
- Adopts a Resolution to:)
- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary range of the Account Clerk, Senior Account Clerk and Accounting Technician classifications;)
 - b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary range of the Accounting Clerical Supervisor classification;)
 - c. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) system.)

WHEREAS, the Human Resources Department conducted a base wage compensation study of the Account Clerk, Senior Account Clerk and Accounting Technician classifications which determined that they were approximately 16.80% below the mean of the County’s comparable agencies and is recommended to be adjusted by the approximate percentage identified at top step; and

WHEREAS, the Human Resources Department conducted a base wage compensation study of the Accounting Clerical Supervisor classification which determined that it was approximately 15.67% below the mean of the County’s comparable agencies and is recommended to be adjusted by the approximate percentage identified at top step; and

WHEREAS, to implement the recommendation, the action requires 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:

1. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary range of the Account Clerk, Senior Account Clerk and Accounting Technician classifications as indicated below:

Classification Title: Account 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						
\$21.549	\$22.734	\$23.984	\$25.303	\$26.695	\$28.030	\$29.431	80J21	18	OC	8810	J	N
\$1,723.90	\$1,818.71	\$1,918.73	\$2,024.26	\$2,135.58	\$2,242.36	\$2,354.48						
\$3,735	\$3,941	\$4,157	\$4,386	\$4,627	\$4,858	\$5,101						

*Provided for information purposes only.

Classification Title: Senior Account 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						
\$24.164	\$25.493	\$26.895	\$28.374	\$29.935	\$31.431	\$33.003	80J22	17	OC	8810	J	N
\$1,933.13	\$2,039.44	\$2,151.60	\$2,269.94	\$2,394.78	\$2,514.51	\$2,640.24						
\$4,188	\$4,419	\$4,662	\$4,918	\$5,189	\$5,448	\$5,721						

*Provided for information purposes only.

Classification Title: Accounting Technician							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						
\$27.245	\$28.743	\$30.324	\$31.992	\$33.751	\$35.439	\$37.211	80J30	17	OC	8810	J	N
\$2,179.61	\$2,299.48	\$2,425.94	\$2,559.36	\$2,700.12	\$2,835.12	\$2,976.88						
\$4,722	\$4,982	\$5,256	\$5,545	\$5,850	\$6,143	\$6,450						

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2. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary range of the Accounting Clerical Supervisor classification as indicated below:

Classification Title: Accounting Clerical Supervisor							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						
\$29.674	\$31.306	\$33.027	\$34.844	\$36.760	\$38.598	\$40.528	80J20	17	OC	8810	F	E
\$2,373.90	\$2,504.45	\$2,642.19	\$2,787.50	\$2,940.81	\$3,087.85	\$3,242.24						
\$5,143	\$5,426	\$5,725	\$6,040	\$6,372	\$6,690	\$7,025						

*Provided for information purposes only.

3. The Human Resources Department is directed to implement the changes in the Advantage Human Resources Management (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 of Minute Book___ for the meeting on _____.

Dated:

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

By _____
, Deputy