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

Resolution No.:	PPPR Control No. <u>23-041</u>)
	HRM Control No. <u>23-035</u>)
Adopts a Resolution to:)
a. Amend Personnel Policies and Practices Reso	lution (PPPR) No. 98-394 Appendix A)
to adjust the base wage salary ranges of the Inter	rnal Auditor I-III classifications;)
b. Amend Personnel Policies and Practices Reso	lution (PPPR) No. 98-394 Appendix A)
to adjust the base wage salary ranges of the Acc	ountant Auditor I-III classifications;)
c. Amend Personnel Policies and Practices Reso	lution (PPPR) No. 98-394 Appendix A)
to adjust the salary ranges of the Accountant I -	III classifications;)
d. Amend Personnel Policies and Practices Reso	lution (PPPR) No. 98-394 Appendix A)
to adjust the salary ranges of the Treasury Office	er I-II classifications;)
e. Direct the Human Resources Department to in	nplement the changes in the Advantage)
Human Resources Management (HRM) system.)

WHEREAS, the Human Resources Department conducted a base wage compensation study of the Internal Auditor I-III classification series which determined that they were approximately 18.18% 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 Accountant Auditor I-III classification series which determined that they were approximately 9.8% below the mean of the County's comparable agencies and is recommended to be adjusted by the approximate percentage identified at top step;

WHEREAS, the Human Resources Department conducted a base wage compensation study of the Accountant I-III classification series which determined that they were approximately 5.08% 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 Treasury Officer II classification which determined insufficient external matches with the comparable agencies and is recommended to be adjusted by 5.08% at top step to align with the Accountant II classification; and

WHEREAS, the Human Resources Department determined the that it was in the best interest of the County to align the salaries of the Accountant I, Treasury Officer I and Accountant Auditor I classifications to maintain an appropriate differential between the paraprofessional bookkeeping and professional accountant series; 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 Internal Auditor I-III classification series as indicated below:

Classifica	tion Title: I											
	Hour		Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*				
Step 1	Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7											
\$30.615	\$32.299	\$34.075	\$35.949	\$37.927	\$39.823	\$41.814						
\$2,449.22	\$2,583.92	\$3,345.12	20B30	14	PP	8810	J	N				
\$5,307	\$5,598	\$5,906	\$6,231	\$6,574	\$6,903	\$7,248						

^{*}Provided for information purposes only.

Classificat	tion Title: I	Internal A										
	Hourl		Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*				
Step 1												
\$37.190	\$39.236	\$41.393	\$43.670	\$46.072	\$48.375	\$50.794						
\$2,975.22								13	PP	8810	J	N
\$6,446	\$6,801	\$7,175	\$7,569	\$7,986	\$8,385	\$8,804						

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Classificat	tion Title: I	nternal A										
	Hourl		Class Code	WG *	EEO Cat*	W/C	BU	FLSA Code*				
Step 1	Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7											
\$46.007	\$48.537	\$51.207	\$54.023	\$56.994	\$59.844	\$62.836						
\$3,680.57	\$3,882.99	\$4,096.54	\$4,321.84	\$4,559.53	\$4,787.51	\$5,026.88	20B32	03	P	8810	X	Е
\$7,975	\$8,413	\$8,876	\$9,364	\$9,879	\$10,373	\$10,892						

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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 Accountant Auditor I-III classification series as indicated below:

Classif	icati	ion Title: A	Accountan	t Auditor l	[
		Hour		Class Code	WG *	EEO Cat*	W/C	BU	FLSA Code*				
Step 1	Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7												
\$28.4	145	\$30.009	\$31.659	\$33.401	\$35.238	\$36.999	\$38.849						
\$2,275	.58	\$2,400.73	\$2,532.76	\$2,672.05	\$2,819.01	\$2,959.96	\$3,107.95	20B20	14	PP	8810	J	N
\$4,9	930	\$5,202	\$5,488	\$5,789	\$6,108	\$6,413	\$6,734						

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Classificat	tion Title: A	Accountan	t Auditor l	П								
	Hourl		Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*				
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	0000		""			
\$34.553	\$36.453	\$38.458	\$40.573	\$42.805	\$44.945	\$47.192						
\$2,764.24	\$2,916.26	\$3,076.65	\$3,245.85	\$3,424.37	\$3,595.58	\$3,775.36	20B21	13	PP	8810	J	N
\$5,989	\$6,319	\$8,180										

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Classificat	tion Title: A											
	Hour		Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*				
Step 1	Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7											
\$42.745	\$45.096	\$47.576	\$50.193	\$52.953	\$55.601	\$58.381						
\$3,419.60									P	8810	X	Е
\$7,409	\$7,817	\$8,247	\$8,700	\$9,179	\$9,637	\$10,119						

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3. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary range of the Accountant I-III classification series as indicated below:

Classificat	tion Title: A											
	Hour		Class Code	WG *	EEO Cat*	W/C	BU	FLSA Code*				
Step 1	Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7											
\$28.444	\$30.009	\$31.659	\$33.400	\$35.237	\$36.999	\$38.849						
\$2,275.55	\$2,400.70	\$3,107.92	20B10	14	PP	8810	J	N				
\$4,930	\$5,202	\$5,488	\$5,789	\$6,108	\$6,413	\$6,734						

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Classificat	tion Title: A											
	Hourl		Class Code	WG *	EEO Cat*	W/C	BU	FLSA Code*				
Step 1	Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7											
\$33.067	\$34.886	\$36.805	\$38.829	\$40.964	\$43.012	\$45.163						
\$2,645.39	\$2,790.88	\$3,613.04	20B11	13	PP	8810	J	N				
\$5,732	\$6,047	\$6,379	\$6,730	\$7,100	\$7,455	\$7,828						

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Classificat	tion Title: A											
	Hourl		Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*				
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$40.908	\$43.157	\$45.531	\$48.035	\$50.677	\$53.210	\$55.871						
\$3,272.60								03	P	8810	X	Е
\$7,091	\$7,481	\$9,684										

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4. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary range of the Treasury Officer I-II classification series as indicated below:

Classificat	Sification Title: Treasury Officer I Hourly, Bi-Weekly and Monthly Pay Rates											
	Hour		Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*				
Step 1	Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 6											
\$28.444	\$30.009	\$31.659	\$33.400	\$35.237	\$36.999	\$38.849						
\$2,275.55	\$2,400.	\$3,107.92	20B40	14	PP	8810	J	N				
\$4,930	\$5,202	\$5,488	\$5,789	\$6,108	\$6,413	\$6,734						

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Classificat	tion Title: 7											
	Hourl		Class Code	WG *	EEO Cat*	W/C	BU	FLSA Code*				
Step 1	Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7											
\$33.068	\$34.886	\$36.805	\$38.829	\$40.965	\$43.013	\$45.163						
\$2,645.41	2,645.41 \$2,790.90 \$2,944.39 \$3,106.32 \$3,277.16 \$3,441.02 \$3,							13	PP	8810	J	N
\$5,732	\$6,047	\$6,380	\$6,730	\$7,101	\$7,456	\$7,828						

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5. The Human Resour Human Resources N	-	-	plement the changes in the Advantage	
PASSED AND ADOPTE to-wit:	ED on this	day of	, 2023, by the following vote,	
AYES:				
NOES:				
ABSENT:				
hereby certify that the for	regoing is a tru	ie copy of an origin	County of Monterey, State of California nal order of said Board of Supervisors ook for the meeting on	
Dated:	V	Valerie Ralph, Clerk of the Board of Supervisors		
		County of Monterey, State of California		
	В	у		
			, Deputy	