

*Before the Board of Supervisors
County of Monterey, State of California*

Resolution No.: 23-486

PPPR Control No. 23-051)
HRM Control No. 23-045)

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 Payroll Technician-Confidential, Senior Payroll Technician-Confidential, and Supervising Payroll Coordinator-Confidential classifications as indicated in Attachment A, effective December 2, 2023;)
- b. Direct the Human Resources Department, County Administrative Office, and Auditor-Controller’s Office 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 Payroll Technician-Confidential, Senior Payroll Technician-Confidential, and Supervising Payroll Coordinator-Confidential classifications which determined insufficient external matches within the comparable agencies and is recommended to be adjusted by approximately 7.68% at top step to align with the Accounting Technician classification; 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 Payroll Technician-Confidential, Senior Payroll Technician-Confidential, and Supervising Payroll Coordinator-Confidential classifications as indicated below, effective December 2, 2023:

Classification Title: Payroll Technician-Confidential							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	80J96	17	OC	8810	Z	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						

*Provided for information purposes only.

Classification Title: Senior Payroll Technician-Confidential							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						
\$29.289	\$30.900	\$32.600	\$34.392	\$36.284	\$38.098	\$40.003	80J97	17	OC	8810	Z	N
\$2,343.14	\$2,472.01	\$2,607.96	\$2,751.39	\$2,902.71	\$3,047.85	\$3,200.24						
\$5,077	\$5,356	\$5,651	\$5,961	\$6,289	\$6,604	\$6,934						

*Provided for information purposes only.

Classification Title: Supervising Payroll Coordinator-Confidential							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						
\$32.889	\$34.698	\$36.607	\$38.620	\$40.744	\$42.781	\$44.920	80J98	17	OC	8810	Z	N
\$2,631.15	\$2,775.86	\$2,928.52	\$3,089.58	\$3,259.50	\$3,422.48	\$3,593.60						
\$5,701	\$6,014	\$6,345	\$6,694	\$7,062	\$7,415	\$7,786						

*Provided for information purposes only.

- The Human Resources Department, County Administrative Office and Auditor-Controller's Office are directed to implement the changes in the Advantage Human Resources Management (HRM) system.

PASSED AND ADOPTED on this 28th day of November 2023, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, and Askew

NOES: None

ABSENT: Supervisor Adams

Motion Passed 4 to 0

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 82 for the meeting November 28, 2023.

Dated: November 30, 2023

File ID: RES 23-221

Agenda Item No.: 54

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

Emmanuel H. Santos, Deputy