

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

Resolution No.: 23-327

PPPR Control No. 23-041)
HRM Control No. 23-035)

Adopts a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary ranges of the Internal Auditor I-III classifications;)
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary ranges of the Accountant Auditor I-III classifications;)
- c. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary ranges of the Accountant I - III classifications;)
- d. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary ranges of the Treasury Officer I-II classifications;)
- e. 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 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:

| Classification Title: Internal Auditor 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 | | | | | | |
| \$30.615 | \$32.299 | \$34.075 | \$35.949 | \$37.927 | \$39.823 | \$41.814 | 20B30 | 14 | PP | 8810 | J | N |
| \$2,449.22 | \$2,583.92 | \$2,726.03 | \$2,875.95 | \$3,034.12 | \$3,185.83 | \$3,345.12 | | | | | | |
| \$5,307 | \$5,598 | \$5,906 | \$6,231 | \$6,574 | \$6,903 | \$7,248 | | | | | | |

*Provided for information purposes only.

| Classification Title: Internal Auditor 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 | | | | | | |
| \$37.190 | \$39.236 | \$41.393 | \$43.670 | \$46.072 | \$48.375 | \$50.794 | 20B31 | 13 | PP | 8810 | J | N |
| \$2,975.22 | \$3,138.85 | \$3,311.47 | \$3,493.60 | \$3,685.73 | \$3,870.02 | \$4,063.52 | | | | | | |
| \$6,446 | \$6,801 | \$7,175 | \$7,569 | \$7,986 | \$8,385 | \$8,804 | | | | | | |

*Provided for information purposes only.

| Classification Title: Internal Auditor 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 | | | | | | |
| \$46.007 | \$48.537 | \$51.207 | \$54.023 | \$56.994 | \$59.844 | \$62.836 | 20B32 | 03 | P | 8810 | X | E |
| \$3,680.57 | \$3,882.99 | \$4,096.54 | \$4,321.84 | \$4,559.53 | \$4,787.51 | \$5,026.88 | | | | | | |
| \$7,975 | \$8,413 | \$8,876 | \$9,364 | \$9,879 | \$10,373 | \$10,892 | | | | | | |

*Provided for information purposes only.

- 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:

| Classification Title: Accountant Auditor 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 | | | | | | |
| \$28.445 | \$30.009 | \$31.659 | \$33.401 | \$35.238 | \$36.999 | \$38.849 | 20B20 | 14 | PP | 8810 | J | N |
| \$2,275.58 | \$2,400.73 | \$2,532.76 | \$2,672.05 | \$2,819.01 | \$2,959.96 | \$3,107.95 | | | | | | |
| \$4,930 | \$5,202 | \$5,488 | \$5,789 | \$6,108 | \$6,413 | \$6,734 | | | | | | |

*Provided for information purposes only.

| <u>Classification Title: Accountant Auditor II</u> | | | | | | | 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 | | | | | | |
| \$34.553 | \$36.453 | \$38.458 | \$40.573 | \$42.805 | \$44.945 | \$47.192 | 20B21 | 13 | PP | 8810 | J | N |
| \$2,764.24 | \$2,916.26 | \$3,076.65 | \$3,245.85 | \$3,424.37 | \$3,595.58 | \$3,775.36 | | | | | | |
| \$5,989 | \$6,319 | \$6,666 | \$7,033 | \$7,419 | \$7,790 | \$8,180 | | | | | | |

*Provided for information purposes only.

| <u>Classification Title: Accountant Auditor III</u> | | | | | | | 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 | | | | | | |
| \$42.745 | \$45.096 | \$47.576 | \$50.193 | \$52.953 | \$55.601 | \$58.381 | 20B22 | 03 | P | 8810 | X | E |
| \$3,419.60 | \$3,607.67 | \$3,806.08 | \$4,015.40 | \$4,236.24 | \$4,448.05 | \$4,670.45 | | | | | | |
| \$7,409 | \$7,817 | \$8,247 | \$8,700 | \$9,179 | \$9,637 | \$10,119 | | | | | | |

*Provided for information purposes only.

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:

| <u>Classification Title: Accountant I</u> | | | | | | | 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 | | | | | | |
| \$28.444 | \$30.009 | \$31.659 | \$33.400 | \$35.237 | \$36.999 | \$38.849 | 20B10 | 14 | PP | 8810 | J | N |
| \$2,275.55 | \$2,400.70 | \$2,532.73 | \$2,672.02 | \$2,818.98 | \$2,959.92 | \$3,107.92 | | | | | | |
| \$4,930 | \$5,202 | \$5,488 | \$5,789 | \$6,108 | \$6,413 | \$6,734 | | | | | | |

*Provided for information purposes only.

| <u>Classification Title: Accountant II</u> | | | | | | | 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 | | | | | | |
| \$33.067 | \$34.886 | \$36.805 | \$38.829 | \$40.964 | \$43.012 | \$45.163 | 20B11 | 13 | PP | 8810 | J | N |
| \$2,645.39 | \$2,790.88 | \$2,944.37 | \$3,106.30 | \$3,277.13 | \$3,440.99 | \$3,613.04 | | | | | | |
| \$5,732 | \$6,047 | \$6,379 | \$6,730 | \$7,100 | \$7,455 | \$7,828 | | | | | | |

*Provided for information purposes only.

| <u>Classification Title: Accountant III</u> | | | | | | | 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 | | | | | | |
| \$40.908 | \$43.157 | \$45.531 | \$48.035 | \$50.677 | \$53.210 | \$55.871 | 20B12 | 03 | P | 8810 | X | E |
| \$3,272.60 | \$3,452.58 | \$3,642.47 | \$3,842.79 | \$4,054.13 | \$4,256.84 | \$4,469.68 | | | | | | |
| \$7,091 | \$7,481 | \$7,892 | \$8,326 | \$8,784 | \$9,223 | \$9,684 | | | | | | |

*Provided for information purposes only.

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:

| <u>Classification Title: Treasury Officer I</u> | | | | | | | 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 | | | | | | |
| \$28.444 | \$30.009 | \$31.659 | \$33.400 | \$35.237 | \$36.999 | \$38.849 | 20B40 | 14 | PP | 8810 | J | N |
| \$2,275.55 | \$2,400. | \$2,532.73 | \$2,672.02 | \$2,818.98 | \$2,959.92 | \$3,107.92 | | | | | | |
| \$4,930 | \$5,202 | \$5,488 | \$5,789 | \$6,108 | \$6,413 | \$6,734 | | | | | | |

*Provided for information purposes only.

| <u>Classification Title: Treasury Officer II</u> | | | | | | | 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 | | | | | | |
| \$33.068 | \$34.886 | \$36.805 | \$38.829 | \$40.965 | \$43.013 | \$45.163 | 20B41 | 13 | PP | 8810 | J | N |
| \$2,645.41 | \$2,790.90 | \$2,944.39 | \$3,106.32 | \$3,277.16 | \$3,441.02 | \$3,613.07 | | | | | | |
| \$5,732 | \$6,047 | \$6,380 | \$6,730 | \$7,101 | \$7,456 | \$7,828 | | | | | | |

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5. The Human Resources Department is directed to implement the changes in the Advantage Human Resources Management (HRM) system.

PASSED AND ADOPTED on this 22th day of August 2023, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, Askew, and Adams

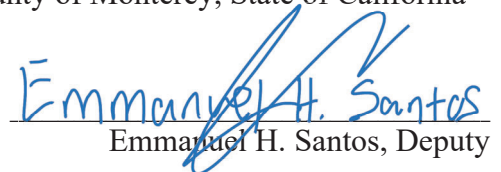
NOES: None

ABSENT: None

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 on August 22, 2023.

Dated: August 28, 2023
File ID: RES 23-158
Agenda Item No. 72

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


Emmanuel H. Santos, Deputy