

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

**Resolution No.: 23-325**

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: <b>Account Clerk</b>							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.

<u>Classification Title: Senior Account Clerk</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						
\$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.

<u>Classification Title: Accounting Technician</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						
\$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						

\*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 Accounting Clerical Supervisor classification as indicated below:

<u>Classification Title: Accounting Clerical Supervisor</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						
\$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.

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

**PASSED AND ADOPTED** on this 22<sup>th</sup> day of August 2023, by roll call vote:

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

NOES: None

ABSENT: None

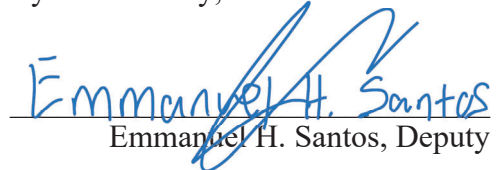
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on August 22, 2023.

Dated: August 28, 2023

File ID: RES 23-156

Agenda Item No. 68

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

  
Emmanuel H. Santos, Deputy