

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

Resolution No.: 23-458

PPPR Control No. 23-049)

HRM Control No. 23-043)

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 Finance Manager I-III classifications as)
indicated below; and)
- b. 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 Finance Manager I-III classifications which determined that they are approximately 10.13% below the mean of the County's market 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 Finance Manager I-III classifications as indicated below:

<u>Classification Title: Finance Manager 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						
\$48.792	\$51.476	\$54.307	\$57.293	\$60.444	\$63.467	\$66.640	20B95	03	P	8810	X	E
\$3,903.39	\$4,118.06	\$4,344.54	\$4,583.48	\$4,835.56	\$5,077.33	\$5,331.20						
\$8,457	\$8,922	\$9,413	\$9,931	\$10,477	\$11,001	\$11,551						

*Provided for information purposes only.

<u>Classification Title: Finance Manager 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						
\$53.020	\$55.936	\$59.012	\$62.258	\$65.682	\$68.966	\$72.414	20B93	02	P	8810	X	E
\$4,241.59	\$4,474.87	\$4,720.97	\$4,980.61	\$5,254.53	\$5,517.26	\$5,793.12						
\$9,190	\$9,696	\$10,229	\$10,791	\$11,385	\$11,954	\$12,552						

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Classification Title: Finance Manager 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						
\$61.035	\$64.392	\$67.933	\$71.669	\$75.611	\$79.391	\$83.361	20B94	02	P	8810	X	E
\$4,882.81	\$5,151.35	\$5,434.65	\$5,733.54	\$6,048.87	\$6,351.31	\$6,668.88						
\$10,579	\$11,161	\$11,775	\$12,423	\$13,106	\$13,761	\$14,449						

*Provided for information purposes only.

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

PASSED AND ADOPTED on this 7th day of October 2023, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, and Adams

NOES: None

ABSENT: Supervisor Askew

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 7, 2023.

Dated: November 15, 2023

File ID: RES 23-204

Agenda Item No.: 59

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



Vicente Ramirez, Deputy