

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

**Resolution No.: 23-484**

PPPR Control No. 23-053 )  
HRM Control No. 23-047 )

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 Custodian and Senior Custodian as indicated below 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 Custodian and Senior Custodian classifications and determined that they are approximately 10.66% 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 Custodian and Senior Custodian classifications as indicated below effective December 2, 2023:

Classification Title: <b>Custodian</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						
\$19,990	\$21,089	\$22,249	\$23,473	\$24,764	\$26,002	\$27,302	70A21	20	SM	9420	J	N
\$1,599.19	\$1,687.14	\$1,779.93	\$1,877.82	\$1,981.10	\$2,080.15	\$2,184.16						
\$3,465	\$3,655	\$3,857	\$4,069	\$4,292	\$4,507	\$4,732						

\*Provided for information purposes only.

Classification Title: <b>Senior Custodian</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						
\$21,659	\$22,850	\$24,106	\$25,432	\$26,831	\$28,172	\$29,581	70A22	19	SM	9043	J	N
\$1,732.68	\$1,827.98	\$1,928.51	\$2,034.57	\$2,146.47	\$2,253.79	\$2,366.48						
\$3,754	\$3,961	\$4,178	\$4,408	\$4,651	\$4,883	\$5,127						

\*Provided for information purposes only.

2. 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 28<sup>th</sup> 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

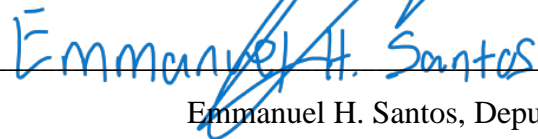
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting November 28, 2023.

Dated: November 30, 2023

File ID: RES 23-219

Agenda Item No.: 52

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

  
Emmanuel H. Santos, Deputy