

*Before the Board of Supervisors in and for the  
County of Monterey, State of California*

**Resolution No.: 22-067**

PPPR Control No. 22-008 )

HRM Control No. 22-008 )

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 Fleet Manager classification as indicated in Attachment A; )
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM system. )

**WHEREAS**, a base wage compensation study of the Fleet Manager classification was requested by the County Administrative Office; and

**WHEREAS**, the Human Resources Department conducted a base wage compensation analysis which found that based on the duties performed, the salary of the benchmark classification of Fleet Manager was matched to six (6) of the nine (9) comparable agencies and is approximately 4.98% below the salary mean of the comparable agency’s classifications; and

**WHEREAS**, based on the County Compensation Philosophy, the goal is to provide labor market competitive wages by setting base wages within five percent (5% = - 4.495% with rounding) of the average of the agencies identified; and

**WHEREAS**, the Human Resources Department recommends adjusting the base wage salary of the Fleet Manager classification by approximately 5% at top step in order to align with the labor market average; and

**WHEREAS**, to implement the recommendations, the actions require 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 base wage salary range of the Fleet Manager classification as indicated below:

Classification Title: Fleet Manager							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						
\$47.168	\$49.762	\$52.499	\$55.387	\$58.433	\$61.354	\$64.422	14H64	02	P	8810	X	E
\$3,773.47	\$3,981.00	\$4,199.94	\$4,430.93	\$4,674.61	\$4,908.34	\$5,153.76						
\$8,176	\$8,625	\$9,100	\$9,600	\$10,128	\$10,635	\$11,166						

\*provided for information purposes only

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

**PASSED AND ADOPTED** on this 1<sup>st</sup> day of March 2022, by roll call vote:

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

NOES: None

ABSENT: None

(Government Code 54953)

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 March 1, 2022.

Dated: March 8, 2022

File ID: RES 22-048

Agenda Item No.: 69

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

  
Julian Lorenzana, Deputy