

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

Resolution No.: 23-323

PPPR Control No. 23-039)
HRM Control No. 23-033)

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 Auditor-Appraiser I-III and Auditor Appraiser Manager classifications as indicated below;)
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) system.)

WHEREAS, The Office of the Assessor-County Clerk-Recorder requested a base wage compensation study of the Auditor-Appraiser I-III classification series citing recruitment and retention difficulties; and

WHEREAS, the Human Resources Department conducted a base wage compensation study of the Auditor-Appraiser I-III and Auditor Appraiser Manager classifications which determined that they are approximately 12.5% 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 Auditor-Appraiser I-III and Auditor Appraiser Manager classifications as indicated below:

Classification Title: Auditor-Appraiser I							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						
\$27.889	\$29.423	\$31.041	\$32.749	\$34.550	\$36.277	\$38.091	28B01	13	PP	9410	J	N
\$2,231.15	\$2,353.86	\$2,483.31	\$2,619.89	\$2,763.97	\$2,902.17	\$3,047.28						
\$4,834	\$5,100	\$5,381	\$5,676	\$5,989	\$6,288	\$6,602						

*Provided for information purposes only.

<u>Classification Title: Auditor-Appraiser 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						
\$33.546	\$35.391	\$37.338	\$39.391	\$41.557	\$43.635	\$45.817	28B21	03	P	9410	J	E
\$2,683.70	\$2,831.29	\$2,987.00	\$3,151.28	\$3,324.59	\$3,490.82	\$3,665.36						
\$5,815	\$6,134	\$6,472	\$6,828	\$7,203	\$7,563	\$7,942						

*Provided for information purposes only.

<u>Classification Title: Auditor-Appraiser 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						
\$40.682	\$42.919	\$45.280	\$47.770	\$50.397	\$52.917	\$55.563	28B22	03	P	9410	J	E
\$3,254.56	\$3,433.55	\$3,622.39	\$3,821.61	\$4,031.78	\$4,233.37	\$4,445.04						
\$7,052	\$7,439	\$7,849	\$8,280	\$8,736	\$9,172	\$9,631						

*Provided for information purposes only.

<u>Classification Title: Auditor Appraiser Manager</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						
\$48.432	\$51.096	\$53.906	\$56.870	\$59.998	\$62.998	\$66.148	14K45	03	P	8810	X	E
\$3,874.57	\$4,087.66	\$4,312.47	\$4,549.64	\$4,799.86	\$5,039.85	\$5,291.84						
\$8,395	\$8,857	\$9,344	\$9,858	\$10,400	\$10,920	\$11,466						

*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 22th day of August 2023, by roll call vote:

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

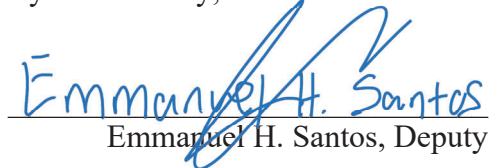
NOES: None

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 23-153
Agenda Item No. 66

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


Emmanuel H. Santos, Deputy