

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

Resolution No.: 23-487

PPPR Control No. 23-052)
HRM Control No. 23-046)

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 Auditor-Controller Analyst I-II classifications as indicated below, effective December 2, 2023;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary range of the Chief Deputy Treasurer-Tax Collector classification as indicated below, effective December 2, 2023;
- c. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary range of the Chief Deputy Auditor-Controller classification as indicated below, effective December 2, 2023; and
- d. 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 base wage compensation studies of the Auditor-Controller Analyst classification series and the Chief Deputy Treasurer-Tax Collector classification; and

WHEREAS, the Human Resources Department recommends adjusting the base wage salary of the Auditor-Controller Analyst I/II and Chief Deputy Treasurer-Tax Collector classifications by approximately 10.13% at top step, in order to align them with the base wage salary increase recommended for the Finance Manager series; and

WHEREAS, the Human Resources Department determined that it is in the best interest of the County to align the salaries of the Chief Deputy Auditor-Controller and Chief Deputy Treasurer-Tax Collector classifications; and

WHEREAS, to implement the recommendations, 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 ranges of the Auditor-Controller Analyst I-II classifications as indicated below, effective December 2, 2023:

<u>Classification Title: Auditor-Controller Analyst 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						
\$48,646	\$51,321	\$54,144	\$57,122	\$60,263	\$63,276	\$66,440	20B24	03	P	8810	X	E
\$3,891.67	\$4,105.70	\$4,331.50	\$4,569.72	\$4,821.04	\$5,062.10	\$5,315.20						
\$8,432	\$8,896	\$9,385	\$9,901	\$10,446	\$10,968	\$11,516						

*Provided for information purposes only.

<u>Classification Title: Auditor-Controller Analyst 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						
\$52,861	\$55,768	\$58,835	\$62,071	\$65,485	\$68,759	\$72,197	20B25	03	P	8810	X	E
\$4,228.88	\$4,461.46	\$4,706.83	\$4,965.69	\$5,238.79	\$5,500.72	\$5,775.76						
\$9,163	\$9,666	\$10,198	\$10,759	\$11,351	\$11,918	\$12,514						

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2. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary range of the Chief Deputy Treasurer-Tax Collector classification as indicated below, effective December 2, 2023:

<u>Classification Title: Chief Deputy Treasurer-Tax Collector</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						
\$61,035	\$64,392	\$67,933	\$71,669	\$75,611	\$79,391	\$83,361	14C47	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.

3. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary ranges of the Chief Deputy Auditor-Controller classification as indicated below, effective December 2, 2023:

Classification Title: Chief Deputy Auditor-Controller							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	20B97	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						

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4. 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 28th 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 23-222

Agenda Item No.: 55

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

Emmanuel H. Santos, Deputy