

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

- Resolution No.: PPPR Control No. 24-027)
 HRM Control No. 24-027)
 Adopt 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 Staff Trainer I/II and Supervising Staff Trainer)
 classifications as indicated below, effective July 13, 2024;)
 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, Service Employees International Union (SEIU) Local 521 requested a classification study of the Staff Trainer classification series; and

WHEREAS, the Human Resources Department conducted a classification and base wage compensation study of the Staff Trainer I/II and Supervising Staff Trainer classifications which determined that, while the incumbents are working within the scope of their classifications, the Staff Trainer II base wage salary is approximately 9.59% below the mean of the County’s market comparable agencies and it is recommended it be adjusted by the approximate percentage identified at top step and to maintain the spread in the series; 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:

- Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary range of the Staff Trainer I/II and Supervising Staff Trainer classifications as indicated below, effective July 13, 2024:

| <u>Classification Title: Staff Trainer 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 | | | | | | |
| \$33.226 | \$35.054 | \$36.981 | \$39.015 | \$41.161 | \$43.219 | \$45.380 | 14H69 | 13 | PP | 8810 | F | N |
| \$2,658.10 | \$2,804.29 | \$2,958.51 | \$3,121.22 | \$3,292.88 | \$3,457.52 | \$3,630.40 | | | | | | |
| \$5,759 | \$6,076 | \$6,410 | \$6,763 | \$7,135 | \$7,491 | \$7,866 | | | | | | |

*Provided for information purposes only.

| <u>Classification Title: Staff Trainer 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 | | | | | | |
| \$36.554 | \$38.564 | \$40.685 | \$42.923 | \$45.283 | \$47.548 | \$49.925 | 14H70 | 13 | PP | 8810 | F | E |
| \$2,924.32 | \$3,085.15 | \$3,254.82 | \$3,433.83 | \$3,622.68 | \$3,803.81 | \$3,994.00 | | | | | | |
| \$6,336 | \$6,684 | \$7,052 | \$7,440 | \$7,849 | \$8,242 | \$8,654 | | | | | | |

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| Classification Title: Supervising Staff Trainer | | | | | | | 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 | | | | | | |
| \$38.679 | \$40.807 | \$43.051 | \$45.419 | \$47.917 | \$50.312 | \$52.828 | 60H32 | 13 | PP | 8810 | F | E |
| \$3,094.36 | \$3,264.54 | \$3,444.08 | \$3,633.49 | \$3,833.32 | \$4,024.99 | \$4,226.24 | | | | | | |
| \$6,704 | \$7,073 | \$7,462 | \$7,873 | \$8,306 | \$8,721 | \$9,157 | | | | | | |

*Provided for information purposes only.

- 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 _____ day of _____, 2024, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

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___ for the meeting on _____.

Dated:

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

By _____
, Deputy