

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

- Resolution No.: 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:

| <u>Classification Title: Auditor-Appraiser 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 | | | | | | |
| \$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 | | | | | | |

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| Classification Title: Auditor-Appraiser III | | | | | | | 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 | | | | | | |
| \$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 | | | | | | |

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| Classification Title: Auditor Appraiser 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 | | | | | | |
| \$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 | | | | | | |

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- The Human Resources Department is directed to implement the changes in the Advantage Human Resources Management (HRM) system.

PASSED AND ADOPTED on this ____ day of _____, 2023, 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