

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

**Resolution No.: 22-362**

PPPR Control No. 22-021 )

HRM Control No. 22-019 )

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 Communications Dispatcher I/II, Emergency Communications Shift Supervisor, and Emergency Communications Operations Supervisor classifications as indicated in Attachment A; )
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM system. )

**WHEREAS**, the Service Employees International Union (SEIU) Local 521 requested a base wage compensation study of the Communications Dispatcher classification series which includes the Communications Dispatcher I/II, Emergency Communications Shift Supervisor, and Emergency Communications Operations Supervisor classifications; and

**WHEREAS**, the base wage compensation study request was approved by the Human Resources Department; and

**WHEREAS**, the base wage analysis of the County’s comparable agencies found that the salary of the benchmark classification of Communications Dispatcher II was found to be approximately 16.94% below the salary mean of the comparable agency classifications; and

**WHEREAS**, the Human Resources Department recommends that the base wage salary of the Communications Dispatcher II be adjusted by approximately 16.94% at top step and to maintain the current spread of the classification series; 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 ranges of the Communications Dispatcher I/II, Emergency Communications Shift Supervisor, and Emergency Communications Operations Supervisor classifications as indicated below:

Classification Title: <b>Communications Dispatcher I</b>							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						
\$28.586	\$30.158	\$31.816	\$33.566	\$35.412	\$37.183	\$39.042	80S01	18	OC	8810	J	N
\$2,286.85	\$2,412.62	\$2,545.31	\$2,685.30	\$2,832.98	\$2,974.63	\$3,123.36						
\$4,955	\$5,227	\$5,515	\$5,818	\$6,138	\$6,445	\$6,767						

\*Provided for information purposes only.

Classification Title: <b>Communications Dispatcher II</b>							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						
\$33.048	\$34.866	\$36.783	\$38.806	\$40.941	\$42.988	\$45.137	80S21	18	OC	8810	J	N
\$2,643.86	\$2,789.27	\$2,942.67	\$3,104.51	\$3,275.25	\$3,439.01	\$3,610.96						
\$5,728	\$6,043	\$6,376	\$6,726	\$7,096	\$7,451	\$7,824						

\*Provided for information purposes only.

Classification Title: <b>Emergency Communications Shift Supervisor</b>							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						
\$36.881	\$38.909	\$41.049	\$43.306	\$45.688	\$47.972	\$50.371	80S22	17	OC	8810	F	N
\$2,950.44	\$3,112.71	\$3,283.90	\$3,464.50	\$3,655.04	\$3,837.79	\$4,029.68						
\$6,393	\$6,744	\$7,115	\$7,506	\$7,919	\$8,315	\$8,731						

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Classification Title: <b>Emergency Communications Operations Supervisor</b>							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						
\$40.577	\$42.809	\$45.163	\$47.647	\$50.268	\$52.781	\$55.420	80S26	17	OC	8810	F	N
\$3,246.18	\$3,424.71	\$3,613.06	\$3,811.77	\$4,021.41	\$4,222.48	\$4,433.60						
\$7,033	\$7,420	\$7,828	\$8,259	\$8,713	\$9,149	\$9,606						

\*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 20<sup>th</sup> day of September 2022, by roll call vote:

AYES: Supervisors Alejo, Lopez, Askew, and Adams

NOES: None

ABSENT: Supervisor Phillips

(Government Code 54953)

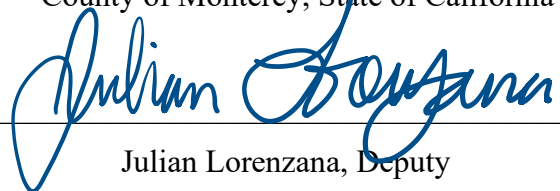
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting September 20, 2022.

Dated: September 21, 2022

File ID: RES 22-173

Agenda Item No.: 22

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



Julian Lorenzana, Deputy