

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

Resolution No.: 24-252

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:

- 1. 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:

Classification Title: Staff Trainer I							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						
\$33.226	\$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						

*Provided for information purposes only.

<u>Classification Title: Supervising Staff Trainer</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						
\$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 9th day of July 2024, by roll call vote:

AYES: Supervisors Church, Lopez, Askew, and Adams

NOES: None

ABSENT: Supervisor Alejo

Motion passed 4 to 0

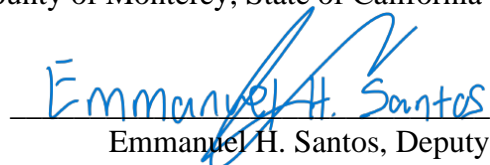
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on July 9, 2024.

Dated: July 11, 2024

File ID: RES 24-130

Agenda Item No. 42

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


Emmanuel H. Santos, Deputy