



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: RES 16-002, **Version:** 1

Adopt a Resolution to:

- a. Amend the Personnel Policies and Practices Resolution (PPPR) No. 98-394, Appendix A, to adjust the salary range for the classification of Supervising Appraiser (28A80) as shown in Attachment A, effective February 6, 2016; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Amend the Personnel Policies and Practices Resolution (PPPR) No. 98-394, Appendix A, to adjust the salary range for the classification of Supervising Appraiser (28A80) as shown in Attachment A, effective February 6, 2016; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

In September 2015, Human Resources conducted a wage survey, comparing the wages of the Supervising Appraiser position with eight other counties. The eight counties included Fresno, Santa Barbara, San Mateo, San Luis Obispo, Santa Cruz, San Benito, Santa Clara, and Ventura. The average comparable county wage for the Supervising Appraiser position at the highest step is currently \$45.12 and the current maximum hourly wage for the position in Monterey County, as of 7/11/2015, is \$40.962, which is 9.21% below the average of the comparable counties, and some counties have already negotiated increases. Monterey County will be at least 11.85% below comparable counties in another year.

Survey results confirm that the wage scale for the Supervising Appraiser position in Monterey County is low when compared with comparable positions in approved comparable counties, making it difficult to attract or retain qualified candidates. It is critical that the department be able to offer a competitive wage for this position as the two allocated positions are responsible for the supervision, coordination, evaluation, and review of all levels of employees in the Appraiser series (20 staff members). Additionally, the Supervising Appraisers assist in developing programs and controls for the division with the Assistant Appraiser-Valuation.

In order to bring the range up to parity with comparable counties, the Assessor-County Clerk-Recorder recommends an adjustment to the salary range for the Supervising Appraiser classification. This will facilitate recruitment/retention of qualified supervisors, restore internal equity, and provide an appropriate gap between the supervisory position and line staff.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department and the County Counsel Office have reviewed and approved the

recommended actions.

FINANCING:

There is no negative impact to the general fund as a result of this action. Due to salary and benefit savings of employees hired at lower steps and unexpected resignations, there are sufficient appropriations in the Assessor's (1180-ACR001-8003) FY 2015-16 Adopted Budget to cover the costs of approximately \$6,719 in salary and benefits. Transactions relating to future fiscal years will be included in each respective recommended budget.

Prepared by: Gerta McClay, Senior Personnel Analyst, x6602

Approved by: Stephen L. Vagnini, Assessor-County Clerk-Recorder, x5803

Attachments:

Exhibit A
Resolution