

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

Resolution No.: PPPR Control No. 25-013     )  
HRM Control No. 25-014     )  
Adopt a Resolution to:     )  
a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A     )  
and B to adjust the base wage salary range of the Registrar of Voters classification as     )  
indicated in attachment A;     )  
b. Direct the Human Resources Department to implement the changes in the Advantage     )  
HRM system.     )

WHEREAS, the Human Resources Department contracted with independent consulting firm Regional Government Services (RGS) to conduct a base wage compensation study of the Registrar of Voters classification; and

WHEREAS, RGS reports that the base wage analysis of the County comparable agencies found that the classification of Registrar of Voters is approximately 23.79% below the salary mean of the comparable agencies' classifications; and

WHEREAS, the Human Resources Department recommends implementing the base wage adjustment in the same manner the prior Department Head base wage studies were implemented for Fiscal Year 2025-26 as follows: In the first year the amount below market will be adjusted such that it will bring the base wage to 20% below market which will be approximately 3.79%. In addition, the remaining 20% will be implemented over a four-year period, with 25% paid beginning the first full pay period following Board approval and each following year paid in the first full pay period of July. As a result, the year one total increase will be 8.79% beginning the first full pay period following Board of Supervisors approval; and

WHEREAS, to implement the recommendation, the action requires the Personnel Policies and Practices Resolution No. 98-394 Appendix A and B 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 and B is amended to adjust the base wage salary range of the Registrar of Voters classification as indicated below, effective the beginning of the pay period after Board approval:

Classification Title: Registrar of Voters							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						
\$78.492	\$82.808	\$87.363	\$92.167	\$97.236	\$102.098	\$107.203	11A20	00	E	8810	Y	E
\$6,279.33	\$6,624.68	\$6,989.01	\$7,373.39	\$7,778.90	\$8,167.85	\$8,576.24						
\$13,605	\$14,353	\$15,143	\$15,976	\$16,854	\$17,697	\$18,582						

\*provided for information purposes only

2. 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 \_\_\_\_\_, 2025, 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