

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

- Resolution No.: PPPR Control No. 23-049)
 HRM Control No. 23-043)
 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 Finance Manager I-III classifications as)
 indicated below; and)
 b. Direct the Human Resources Department to implement the changes in the Advantage)
 Human Resources Management (HRM) system.)

WHEREAS, the Human Resources Department conducted a base wage compensation study of the Finance Manager I-III classifications which determined that they are approximately 10.13% 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 Finance Manager I-III classifications as indicated below:

<u>Classification Title: Finance Manager 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						
\$48.792	\$51.476	\$54.307	\$57.293	\$60.444	\$63.467	\$66.640	20B95	03	P	8810	X	E
\$3,903.39	\$4,118.06	\$4,344.54	\$4,583.48	\$4,835.56	\$5,077.33	\$5,331.20						
\$8,457	\$8,922	\$9,413	\$9,931	\$10,477	\$11,001	\$11,551						

*Provided for information purposes only.

<u>Classification Title: Finance Manager 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						
\$53.020	\$55.936	\$59.012	\$62.258	\$65.682	\$68.966	\$72.414	20B93	02	P	8810	X	E
\$4,241.59	\$4,474.87	\$4,720.97	\$4,980.61	\$5,254.53	\$5,517.26	\$5,793.12						
\$9,190	\$9,696	\$10,229	\$10,791	\$11,385	\$11,954	\$12,552						

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Classification Title: Finance Manager 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						
\$61.035	\$64.392	\$67.933	\$71.669	\$75.611	\$79.391	\$83.361	20B94	02	P	8810	X	E
\$4,882.81	\$5,151.35	\$5,434.65	\$5,733.54	\$6,048.87	\$6,351.31	\$6,668.88						
\$10,579	\$11,161	\$11,775	\$12,423	\$13,106	\$13,761	\$14,449						

*Provided for information purposes only.

- 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