

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

Resolution No.: PPPR Control No. 24-024 )  
HRM Control No. 24-024 )

Adopt a Resolution to: )

- a) Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 )  
Appendices A and B to retitle the classification of Hospital Communications )  
Operator II to Hospital Communications Operator and to adjust the salary range )  
as indicated below effective June 15, 2024; )
- b) Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 )  
Appendix A to adjust the salary range of the Hospital Supervising )  
Communications Operator classification as indicated below effective June 15, )  
2024; )
- c) Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 )  
Appendices A and B to abolish the classification of Hospital Communications )  
Operator I as indicated below; and )
- d) Direct the Human Resources Department to implement the changes in the )  
Advantage Human Resources Management (HRM) System. )

WHEREAS, Natividad Medical Center (NMC) administration staff requested a classification and base wage compensation study of the Hospital Communications Operator classification series; and

WHEREAS, NMC conducted a classification and base wage compensation study of the Hospital Communications Operator classification series which determined the journey level classification of Hospital Communications Operator II is approximately 12.64% below the mean of the County's comparable agencies and it is recommended to adjust the base wage salary of Hospital Communications Operator II by the approximate percentage identified at top step and it is recommended to adjust the base wage salary of the Hospital Supervising Communications Operator by the approximate percentage identified at top step to maintain the spread; and

WHEREAS, it is recommended to retitle the Hospital Communications Operator II classification to Hospital Communications Operator; and

WHEREAS, it is recommended that the classification of Hospital Communications Operator I be abolished because it is obsolete and is no longer used at the hospital; and

WHEREAS, to implement the recommendation, the action requires the Personnel Policies and Practices Resolution No. 98- 394 Appendices 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 Appendices A and B are amended to retitle Hospital Communications Operator II to Hospital Communications Operator and adjust the base wage salary range as indicated below effective June 15, 2024:

<u>Classification Title:</u> Hospital Communications Operator												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$24.162	\$25.491	\$26.893	\$28.372	\$29.932	\$31.429	\$33.000	80U11	18	OC	9043	J	Non-exempt
\$1,932.96	\$2,039.26	\$2,151.42	\$2,269.74	\$2,394.57	\$2,514.30	\$2,640.01						
\$4,188	\$4,418	\$4,661	\$4,918	\$5,188	\$5,448	\$5,720						

\*provided for information purposes only

- Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the base wage salary range of Hospital Supervising Communications Operator as indicated below effective June 15, 2024;

<u>Classification Title:</u> Hospital Supervising Communications Operator												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$27.788	\$29.317	\$30.929	\$32.630	\$34.424	\$36.146	\$37.953	80U14	17	OC	9043	F	Non-exempt
\$2,223.06	\$2,345.32	\$2,474.31	\$2,610.39	\$2,753.95	\$2,891.65	\$3,036.23						
\$4,817	\$5,082	\$5,361	\$5,656	\$5,967	\$6,265	\$6,579						

- Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B is amended to abolish the classification of Hospital Communications Operator I, as indicated; and
- 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 \_\_\_\_\_, 2024, 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