

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

Resolution No.: 25-184

PPPR Control No. 25-006)

HRM Control No. 25-008)

Adopts a Resolution to:)

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the salary ranges of the Hospital Assistant Administrator, Hospital Chief Financial Officer and Hospital Chief Information Officer effective May 31, 2025, as indicated in attachment A; and)
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.)

WHEREAS, Natividad Medical Center contracted with Gallagher, an independent consulting firm, to conduct a base wage salary compensation study of several hospital specific executive classifications; and

WHEREAS, the independent consultant determined the Hospital Assistant Administrator is 13.7%, the Hospital Chief Financial Officer 7.3%, and the Hospital Chief Information Officer 30.9% below the mean of Natividad's comparable agencies and are recommended to be adjusted by the approximate percentage identified at top step; and

WHEREAS, County of Monterey's Natividad Medical Center Compensation Philosophy supports the hospital's mission by providing a market based compensation strategy that facilitates recruitment and retention of the most qualified workforce; and

WHEREAS, the Human Resources Department and Natividad Medical Center concur with the recommendations of the independent consultant and recommend that the Board of Supervisors approve the recommended actions to ensure these key executive positions are appropriately compensated within the labor market; and

WHEREAS, to implement the recommendations, the actions require 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, that Appendix A & B of the Personnel Policies and Practices Resolution (PPPR) No. 98-394 are amended to adjust the salary ranges of the Hospital Assistant Administrator, Hospital Chief Financial Officer and Hospital Chief Information Officer effective May 31, 2025, as follows:

| Classification Title: Hospital Assistant Administrator | | | | | | | 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 | | | | | | |
| \$126.752 | \$133.723 | \$141.077 | \$148.836 | \$157.021 | \$164.872 | \$173.116 | | | | | | |
| \$10,140.14 | \$10,697.81 | \$11,286.16 | \$11,906.86 | \$12,561.71 | \$13,189.79 | \$13,849.28 | 12C29 | 01 | OA | 9043 | Y | E |
| \$21,970 | \$23,179 | \$24,453 | \$25,798 | \$27,217 | \$28,578 | \$30,007 | | | | | | |

*provided for information purposes only

| Classification Title: Hospital Chief Financial Officer | | | | | | | 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 | | | | | | |
| \$155.997 | \$0 | \$0 | \$0 | \$0 | \$0 | \$212.942 | 14C60 | 01 | OA | 9043 | Y | E |
| \$12,479.76 | \$0 | \$0 | \$0 | \$0 | \$0 | \$17,035.36 | | | | | | |
| \$27,039 | \$0 | \$0 | \$0 | \$0 | \$0 | \$36,910 | | | | | | |

*provided for information purposes only

| Classification Title: Hospital Chief Information Officer | | | | | | | 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 | | | | | | |
| \$121.183 | \$0 | \$0 | \$0 | \$0 | \$0 | \$165.418 | 14K43 | 01 | OA | 9043 | Y | E |
| \$9,694.64 | \$0 | \$0 | \$0 | \$0 | \$0 | \$13,233.44 | | | | | | |
| \$21,005 | \$0 | \$0 | \$0 | \$0 | \$0 | \$28,672 | | | | | | |

*provided for information purposes only

BE IT FURTHER RESOLVED, that the Board of Supervisors in and for the County of Monterey hereby directs the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

PASSED AND ADOPTED on this 3rd day of June 2025, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, Askew, and Daniels

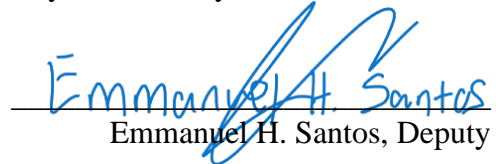
NOES: None

ABSENT: None

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 June 3, 2025.

Dated: June 5, 2025
File ID: RES 25-080
Agenda Item No. 45

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


Emmanuel H. Santos, Deputy