

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

Resolution No.: 22-275

PPPR Control No. 24-031)

HRM Control No. 24-031)

Adopt a Resolution to:

- a) Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394)
Appendices A and B to create the classification of Hospital Senior Medical)
Interpreter with the salary range as indicated below effective August 24,)
2024;)
- b) Amend the FY 2024-25 Natividad Medical Center Adopted Budget (Fund)
451-Dept. 9600-Unit 8350-Appropriation Unit NMC001) to reallocate two)
(2) Hospital Medical Interpreter positions to two (2) Hospital Senior)
Medical Interpreter positions as indicated below effective August 24, 2024;)
- c) Direct the Human Resources Department to implement the changes in the)
Advantage Human Resources Management (HRM) System.)

WHEREAS, Natividad Medical Center (NMC) administration staff recently conducted a classification study to determine if there is sufficient market data to help support the creation of a senior-level Hospital Medical Interpreter classification; and

WHEREAS, the study found that there was sufficient market data available to support the creation of a lead level classification of Hospital Senior Medical Interpreter; and

WHEREAS, to establish a salary for the new classification, NMC completed an external base wage compensation analysis and found there were two (2) matches within the County's six (6) hospital comparable agencies; and

WHEREAS, NMC recommends the reallocation of two vacant Hospital Medical Interpreter positions to Hospital Senior Medical Interpreter positions;

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

1. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B are amended to create the classification of Hospital Senior Medical Interpreter as indicated below effective August 24, 2024:

<u>Classification Title:</u> Hospital Senior Medical Interpreter							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						
\$32.110	\$33.876	\$35.739	\$37.704	\$39.778	\$41.767	\$43.855	80K26	17	OC	9043	J	Non- exempt
\$2,568.79	\$2,710.06	\$2,859.11	\$3,016.35	\$3,182.24	\$3,341.35	\$3,508.42						
\$5,566	\$5,872	\$6,195	\$6,535	\$6,895	\$7,240	\$7,602						

*provided for information purposes only

2. The FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8350-Appropriation Unit NMC001) is amended to reallocate two (2) positions from Hospital Medical Interpreter to Hospital Senior Medical Interpreter position as indicated below effective August 24, 2024:

Class Code	Position Title	Position Number	Position Increase/ (Decrease)	Revised Total FTE by Title
80K23	Hospital Medical Interpreter	0010 0014	(2.0)	9.6
80K26	Hospital Senior Medical Interpreter	0001 0002	2.0	2.0

3. The Human Resources Department is directed to implement the changes in the Advantage Human Resources Management System.

PASSED AND ADOPTED on this 13th day of August 2024, by roll call vote:

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

NOES: None

ABSENT: None

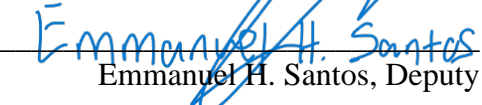
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on August 13, 2024.

Dated: August 16, 2024

File ID: RES 24-142

Agenda Item No. 35

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


Emmanuel H. Santos, Deputy