



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: RES 25-080

June 03, 2025

Introduced: 5/20/2025

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

- 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;
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

RECOMMENDATION:

It is recommended that the Board of Supervisors consider adopting 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;
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:

Natividad Medical Center contracted with Gallagher, an independent consulting firm, to conduct a base wage salary compensation study of several hospital specific executive classifications. This compensation review process was initiated because of recognition that employees should be compensated for the level and scope of work performed and that they are paid on a fair and competitive basis that allows Natividad Medical Center to recruit and retain a high-quality staff.

Gallagher conducted the study in accordance with County of Monterey's Natividad Medical Center Compensation Philosophy which identifies comparable agencies based on an individualized review of labor market standards and similar hospital facilities with similarly situated hospital specific classifications. These hospitals include Alameda Highland Hospital, Contra Costa Regional, Hazel Hawkins Memorial Hospital, Salinas Valley Memorial Hospital, San Mateo Medical Center, and Santa Clara Valley Medical Center.

Gallagher reports that the base wage analysis of the County's hospital specific comparable agencies found that the benchmark classification of Hospital Assistant Administrator was matched to three (3) of the six (6) comparable agencies and is approximately 13.7% below the salary mean of the comparable agency's classifications; the benchmark classification of Hospital Chief Financial Officer was matched to all six (6) of the comparable agencies and is approximately 7.3% below the salary

mean of the comparable agency's classifications and the benchmark classification of Hospital Chief Information Officer was matched to five (5) of the six (6) comparable agencies and is approximately 30.9% below the salary mean of the comparable agency's classifications.

Gallagher further found that the Hospital Chief Nursing Officer was matched to five (5) of the six (6) comparable agencies and the Chief Medical Officer was matched to four (4) of the six (6) comparable agencies with both falling within the five percent (5% = - 4.495% with rounding) of the average of the agencies identified. No adjustment to these classifications is recommended at this time.

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. Therefore, 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.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office and Natividad Medical Center has reviewed and concur with the recommendations.

FINANCING:

The salary and benefits increased costs for the remainder of Fiscal Year 2024-25 is approximately \$18,165 and then \$236,147 annually thereafter. Funding will be provided from Natividad Medical Center's Enterprise Fund 451-9600-6111.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

- ☐ Economic Development
- ☒ Administration
- ☐ Health & Human Services
- ☐ Infrastructure
- ☐ Public Safety

Prepared by: Kim Moore, Assistant Director of Human Resources
Approved by: Andreas Pyper, Director of Human Resources
Approved by: Dr. Charles Harris, Natividad Chief Executive Officer

Attachments:

Attachment A
Resolution

