

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

Resolution No.: PPPR Control No. 23-046)
HRM Control No. 23-040)

- Adopt a Resolution to:)
a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A)
to adjust the salary ranges of the Hospital Maintenance Mechanic and)
Hospital Maintenance Supervisor classifications as indicated in Attachment)
A effective September 23, 2023; and;)
b) Direct the Human Resources Department to implement the changes in the)
Advantage Human Resources Management System.)

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

WHEREAS, NMC conducted a base wage compensation study of the Hospital Maintenance Mechanic classification which determined Hospital Maintenance Mechanic is approximately 28.06% below the mean of the County’s comparable agencies and it is recommended to adjust the base wage salary of Hospital Maintenance Mechanic by the approximate percentage identified at top step; and

WHEREAS, NMC further recommends adjusting the base wage salary of Hospital Maintenance Supervisor by approximately 28.06% at top step in order to maintain the spread of the series; and

WHEREAS, to implement the recommendations, the actions require 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 ranges of the Hospital Maintenance Mechanic and Hospital Maintenance Supervisor classifications as indicated below effective September 23, 2023:

Classification Title: Hospital Maintenance Mechanic												
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$36.312	\$38.309	\$40.416	\$42.639	\$44.984	\$47.233	\$49.595	72C19	16	SC	9043	J	Non-exempt
\$2,904.99	\$3,064.76	\$3,233.31	\$3,411.13	\$3,598.74	\$3,778.67	\$3,967.61						
\$6,294	\$6,640	\$7,006	\$7,391	\$7,797	\$8,187	\$8,596						

*provided for information purposes only

Classification Title: Hospital Maintenance Supervisor												
<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*
\$39.139	\$41.292	\$43.563	\$45.959	\$48.486	\$50.911	\$53.456	72A80	19	P	9043	F	Non-exempt
\$3,131.15	\$3,303.35	\$3,485.03	\$3,676.69	\$3,878.90	\$4,072.84	\$4,276.49						
\$6,784	\$7,157	\$7,551	\$7,966	\$8,404	\$8,824	\$9,266						

*provided for information purposes only

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