

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

Resolution No.: PPPR Control No. 24-033 )  
HRM Control No. 24-033 )

- Adopt a Resolution to: )  
a) Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 )  
Appendix A to adjust the base wage salary range of the Hospital Decision )  
Support Analyst classification as indicated below effective the first day of the )  
current pay period, which is September 7, 2024; and )  
b) 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 base wage compensation study of the Hospital Decision Support Analyst classification; and

WHEREAS, NMC conducted a base wage compensation study which determined that no comparable matches were made at any of the six (6) comparable agencies and in accordance with the Monterey County Compensation Philosophy, NMC recommends that the base wage salary of the Hospital Decision Support Analyst classification be aligned with the Finance Manager II classification which equates to an increase of 24.92% and adjust the base wage salary of Hospital Decision Support Analyst by the approximate percentage identified at top step; and

WHEREAS, to implement the recommendation, these actions require that the Personnel Policies and Practices Resolution No. 98-394 Appendix A 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 base wage salary range of the Hospital Decision Support Analyst classification as indicated below effective the first day of the current pay period, which is September 7, 2024:

Classification Title: Hospital Decision Support Analyst							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						
\$53.020	\$55.936	\$59.012	\$62.258	\$65.682	\$68.966	\$72.414	14C36	3	P	9043	X	Exempt
\$4,241.60	\$4,474.88	\$4,720.96	\$4,980.64	\$5,254.56	\$5,517.28	\$5,793.12						
\$9,190	\$9,696	\$10,229	\$10,791	\$11,385	\$11,954	\$12,552						

\*provided for information purposes only

2. 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