

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

Resolution No.: PPPR Control No. 23-034)
HRM Control No. 23-028)

- Adopt a Resolution to:)
a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to)
adjust the salary range of the Director of Surgical Services classification as)
indicated below effective August 26, 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 Director of Surgical Services classification; and

WHEREAS, NMC conducted a base wage compensation study of the Director of Surgical Services classification which determined Director of Surgical Services is aligned with the current market;

WHEREAS County representatives and CEMA representatives negotiated pursuant to Article 7.2 Wages Exception- Natividad Only, it was determined that the classification of Director of Surgical Services should receive a base wage increase of 2.5% to maintain the existing spread between this classification and the Staff Nurse classification series; and

WHEREAS, to implement the recommendation, the action requires 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 range of the Director of Surgical Services classification as indicated below effective August 26, 2023:

Classification Title: Director of Surgical Services							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						
\$85.415	\$90.113	\$95.069	\$100.297	\$105.813	\$111.104	\$116.659	52A96	09	P	9043	X	Exempt
\$6,833.23	\$7,209.04	\$7,605.51	\$8,023.79	\$8,465.08	\$8,888.33	\$9,332.75						
\$14,805	\$15,620	\$16,479	\$17,385	\$18,341	\$19,258	\$20,221						

*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