

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

Resolution No.: 23-390

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												
<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*
\$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

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

PASSED AND ADOPTED on this 3rd day of October 2023, by roll call vote:

AYES: Supervisors Alejo, Church, Askew, and Adams

NOES: None

ABSENT: Supervisor Lopez

(Government Code 54953)

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 October 3, 2023.

Dated: October 5, 2023

File ID: RES 23-177

Agenda Item No.: 19

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

Vicente Ramirez, Deputy