

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

**Resolution No.: 24-138**

PPPR Control No. 24-015 )

HRM Control No. 24-015 )

Adopt a Resolution to:

- a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to create the classification of Spiritual Care Advisor with the salary range as indicated below effective April 20, 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 recently conducted a classification and base wage study to determine if there is sufficient market data to support the creation of a spiritual care advisory position with a market aligned salary to ensure ongoing compliance with Senate Bill (SB) 1004; and

**WHEREAS**, the study found that there was sufficient market data available to support the creation of a Spiritual Care Advisor classification; and

**WHEREAS**, to establish a salary for this new classification, NMC completed an external base wage compensation analysis and found there were two (2) of the six (6) hospital comparable agencies and a comparable classification from the Bay Area Region of the Allied for Health compensation report was included to establish the third match; and

**WHEREAS**, to implement the recommendation, the action requires the Personnel Policies and Practices Resolution No. 98- 394 Appendices A and B to be amended;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Supervisors in and for the County of Monterey as follows:

1. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B are amended to create the classification of Spiritual Care Advisor with the salary range as indicated below effective April 20, 2024:

Classification Title: Spiritual Care Advisor												
Hourly, Bi-Weekly and Monthly Pay Rates							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$34.997	\$36.921	\$38.952	\$41.094	\$43.354	\$45.522	\$47.798						
\$2,799.73	\$2,953.71	\$3,116.15	\$3,287.53	\$3,468.34	\$3,641.75	\$3,823.84	60Y01	14	P	9043	J	Non-exempt
\$6,066	\$6,400	\$6,752	\$7,123	\$7,515	\$7,890	\$8,285						

\*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 23<sup>rd</sup> day of April 2024, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, Askew, and Adams

NOES: None

ABSENT: None

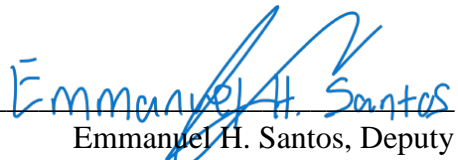
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on April 23, 2024.

Date: April 25, 2024

File ID: RES 24-057

Agenda Item No. 16

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

  
Emmanuel H. Santos, Deputy