

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

**Resolution No.: 23-481**

PPPR Control No. 23-047 )

HRM Control No. 23-041 )

Adopt a Resolution to:

- a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Hospital Revenue Cycle Examiner classification as indicated below effective November 18, 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 Revenue Cycle Examiner; and

**WHEREAS**, NMC conducted a base wage compensation study of the Hospital Revenue Cycle Examiner classification which determined Hospital Revenue Cycle Examiner is approximately 16.31% below the mean of the County’s comparable agencies and it is recommended to adjust the base wage salary of the Hospital Revenue Cycle Examiner by the approximate percentage identified at top step; 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 Hospital Revenue Cycle Examiner classification as indicated below effective November 18, 2023:

Classification Title: Hospital Revenue Cycle Examiner												
<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	W/C*	BU	FLSA Code*
\$37.805	\$39.884	\$42.078	\$44.392	\$46.833	\$49.175	\$51.633	14A70	3	P	9043	J	Exempt
\$3,024.39	\$3,190.72	\$3,366.20	\$3,551.34	\$3,746.65	\$3,933.98	\$4,130.68						
\$6,553	\$6,913	\$7,293	\$7,695	\$8,118	\$8,524	\$8,950						

\*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 28<sup>th</sup> day of November 2023, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, and Askew

NOES: None

ABSENT: Supervisor Adams

Motion Passed 4 to 0

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 November 28, 2023.

Dated: November 30, 2023

File ID: RES 23-197

Agenda Item No.: 32

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



Emmanuel H. Santos, Deputy