

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

Resolution No.: 24-004

PPPR Control No. 24-003)
HRM Control No. 24-003)

Adopt a Resolution to:

- a) Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394)
Appendices A and B to retitle the classification of Quality/Compliance)
Administrator to Hospital Quality Director and adjust the base wage salary)
ranges as indicated below effective January 13, 2024; and)
- b) Direct the Human Resources Department to implement the changes in the)
Advantage HRM System.)

WHEREAS, Natividad Medical Center (NMC) administration staff requested a base wage compensation study of the Quality/Compliance Administrator classification; and

WHEREAS, NMC conducted a base wage compensation study of the Quality/Compliance Administrator classification which found that it is approximately 13.21% below the mean of the County’s comparable agencies and it is recommended to adjust the base wage salary of the Quality/Compliance Administrator by the approximate percentage identified at top step; and

WHEREAS, it is recommended to retitle the classification from Quality/Compliance Administrator to Hospital Quality Director so that it reflects the current oversight of the classification; and

WHEREAS, to implement the recommendations, the actions require 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. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B are amended to retitle the classification of Quality/Compliance Administrator to Hospital Quality Director and adjust the base wage salary range as indicated below effective January 13, 2024:

Classification Title: Hospital Quality Director							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						
\$86,583	\$91,345	\$96,368	\$101,668	\$107,260	\$112,623	\$118,254	50P30	2	OA	9043	X	Exempt
\$6,926.63	\$7,307.57	\$7,709.47	\$8,133.46	\$8,580.78	\$9,009.82	\$9,460.31						
\$15,008	\$15,833	\$16,704	\$17,623	\$18,592	\$19,521	\$20,497						

*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 9th day of January 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 January 9, 2024.

Dated: January 16, 2024

File ID: RES 23-240

Agenda Item No.: 31

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



Vicente Ramirez, Deputy