

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

Resolution No.: 23-333

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 29th day of August 2023, by roll call vote:

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

NOES: None

ABSENT: None

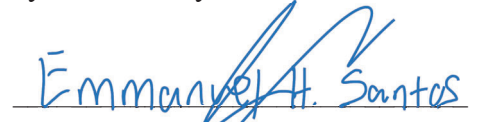
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting August 29, 2023.

Dated: September 5, 2023

File ID: RES 23-143

Agenda Item No.: 22

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


Emmanuel H. Santos, Deputy