

**Before the Board of Supervisors in and for the
County of Monterey, State of California**

Resolution No.: PPPR Control No. 24-022)
HRM Control No. 24-022)
)
Adopt a Resolution to:)
a) Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394)
Appendix A to adjust the base wage salary range of the Patient Financial)
Services Director classification as indicated below effective June 1, 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 requested a base wage compensation study of the Patient Financial Services Director classification; and

WHEREAS, NMC conducted a base wage compensation study of the Patient Financial Services Director classification which determined Patient Financial Services Director is approximately 5.16% below the mean of the County's comparable agencies and it is recommended to adjust the base wage salary of Patient Financial Services Director 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 base wage salary range of the Patient Financial Services Director classification as indicated below effective June 1, 2024:

<u>Classification Title:</u> Patient Financial Services Director							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$64.736	\$68.297	\$72.053	\$76.015	\$80.196	\$84.206	\$88.416	14C52	2	P	9043	X	Exempt
\$5,178.90	\$5,463.72	\$5,764.21	\$6,081.23	\$6,415.67	\$6,736.46	\$7,073.28						
\$11,221	\$11,838	\$12,489	\$13,176	\$13,901	\$14,596	\$15,325						

*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 ____ day of _____, 2024, by the following vote,
to-wit:

AYES:

NOES:

ABSENT:

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____for the meeting on
_____.

Dated:

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

By _____
, Deputy