

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

Resolution No.: 23-330

PPPR Control No. 23-032)

HRM Control No. 23-026)

Adopt a Resolution to:

- a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Hospital Director of Environmental 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 Hospital Director of Environmental Services; and

WHEREAS, NMC conducted a base wage compensation study of the Hospital Director of Environmental Services classification which determined Hospital Director of Environmental Services is approximately 6.87% below the mean of the County’s comparable agencies and it is recommended to adjust the base wage salary of the Hospital Director of Environmental Services 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 Director of Environmental Services classification as indicated below effective August 26, 2023:

Classification Title: Hospital Director of Environmental Services							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$55,549	\$58,604	\$61,827	\$65,227	\$68,815	\$72,255	\$75,868	14N31	02	OA	9043	X	Exempt
\$4,443.91	\$4,688.32	\$4,946.16	\$5,218.18	\$5,505.17	\$5,780.43	\$6,069.45						
\$9,628	\$10,158	\$10,717	\$11,306	\$11,928	\$12,524	\$13,150						

*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 1, 2023

File ID: RES 23-136

Agenda Item No.: 19

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



Emmanuel H. Santos, Deputy