

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

**Resolution No.: 23-334**

PPPR Control No. 23-038 )

HRM Control No. 23-032 )

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 Nursing Education 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 Nursing Education; and

**WHEREAS**, NMC conducted a base wage compensation study of the Hospital Director of Nursing Education classification which determined Hospital Director of Nursing Education is approximately 14.25% below the mean of the County’s comparable agencies and it is recommended to adjust the base wage salary of the Hospital Director of Nursing Education 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 Nursing Education classification as indicated below effective August 26, 2023:

Classification Title: Hospital Director of Nursing Education							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						
\$77,991	\$82,281	\$86,806	\$91,580	\$96,617	\$101,447	\$106,520	14M31	10	P	9043	X	Exempt
\$6,239.32	\$6,582.46	\$6,944.48	\$7,326.40	\$7,729.33	\$8,115.80	\$8,521.59						
\$13,519	\$14,262	\$15,046	\$15,874	\$16,747	\$17,584	\$18,463						

\*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 29<sup>th</sup> day of August 2023, by roll call vote:

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

NOES: None

ABSENT: None

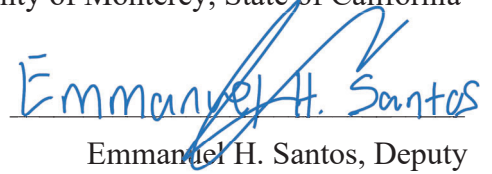
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting August 29, 2023.

Dated: September 5, 2023

File ID: RES 23-144

Agenda Item No.: 23

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

  
Emmanuel H. Santos, Deputy