

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

Resolution No.: 23-351

PPPR Control No. 23-036)

HRM Control No. 23-030)

)

Adopt a Resolution to:

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- a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Hospital Medical Interpreter and Hospital Medical Interpretation Coordinator classifications as indicated below effective August 26, 2023;)
- b) Amend the Natividad Medical Center FY 2023-24 Adopted Budget Unit 9600-8350 – Fund 451 – Appropriation Unit NMC001 to add 0.8 FTE allocation of Hospital Medical Interpreter and to add 1.0 FTE allocation of Hospital Medical Interpretation Coordinator, as indicated below effective August 26, 2023; and)
- c) 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 Medical Interpreter classification series; and

WHEREAS, NMC conducted a base wage compensation study of the Hospital Medical Interpreter classification which determined Hospital Medical Interpreter is approximately 22.85% below the mean of the County’s comparable agencies and it is recommended to adjust the base wage salary of Hospital Medical Interpreter by the approximate percentage identified at top step; and

WHEREAS, NMC further recommends adjusting the base wage salary of Hospital Medical Interpretation Coordinator by approximately 22.85% at top step in order to maintain the spread of the series; and

WHEREAS, NMC also recommends the addition of allocations to Interpreter Services department to address increasing demands of the expanding services and ensure the equitable treatment of patients; and

WHEREAS, to implement the recommendations, the actions require 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 ranges of the Hospital Medical Interpreter and Hospital Medical Interpretation Coordinator classifications as indicated below effective August 26, 2023:

<u>Classification Title:</u> Hospital Medical Interpreter												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG	EEO	W/C*	BU	FLSA Code*
\$27.922	\$29.457	\$31.077	\$32.787	\$34.590	\$36.319	\$38.135	80K23	17	OC	9043	J	Non-exempt
\$2,233.73	\$2,356.58	\$2,486.19	\$2,622.92	\$2,767.17	\$2,905.53	\$3,050.81						
\$4,840	\$5,106	\$5,387	\$5,683	\$5,996	\$6,295	\$6,610						

*provided for information purposes only

<u>Classification Title:</u> Hospital Medical Interpretation Coordinator												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG*	EEO Cat*	W/C*	BU	FLSA Code*
\$39.169	\$41.323	\$43.596	\$45.993	\$48.523	\$50.949	\$53.496	14M33	14	PP	9043	F	Non-exempt
\$3,133.50	\$3,305.84	\$3,487.65	\$3,679.46	\$3,881.82	\$4,075.91	\$4,279.70						
\$6,789	\$7,163	\$7,557	\$7,972	\$8,411	\$8,831	\$9,273						

*provided for information purposes only

- NMC’s FY 2023-24 Adopted Budget Unit 9600-8350 – Fund 451 Appropriation Unit NMC001 is amended to add 0.8 FTE allocation of Hospital Medical Interpreter and to add 1.0 FTE allocation of Hospital Medical Interpretation Coordinator as indicated below effective August 26, 2023:

Class Code	Position Title	Position Number	Position Increase/ (Decrease)	Revised Total FTE by Title
80K23	Hospital Medical Interpreter	0012	0.8	9.8
14M33	Hospital Medical Interpretation Coordinator	0002	1.0	1.0

- The Human Resources Department is directed to implement the changes in the Advantage Human Resources Management System.

PASSED AND ADOPTED on this 12th day of September 2023, by roll call vote:

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

NOES: None

ABSENT: None

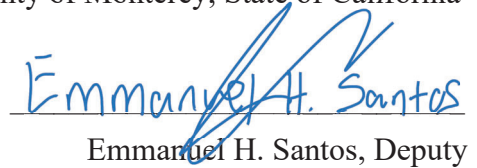
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting September 12, 2023.

Dated: September 13, 2023

File ID: RES 23-142

Agenda Item No.: 31

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


Emmanuel H. Santos, Deputy