

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

Resolution No.: 24-402

PPPR Control No. 24-035)

HRM Control No. 24-035)

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 Hospital Controller)
classification as indicated below effective November 2, 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 Hospital Controller classification; and

WHEREAS, NMC conducted a base wage compensation study of the Hospital Controller classification which determined Hospital Controller is approximately 11.16% below the mean of the County’s comparable agencies and it is recommended to adjust the base wage salary of Hospital Controller 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 Hospital Controller classification as indicated below effective November 2, 2024:

| | | | | | | | | | | | | |
|--|------------|------------|------------|------------|------------|------------|------------|------|----------|------|----|------------|
| <u>Classification Title:</u> Hospital Controller | | | | | | | | | | | | |
| <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* |
| \$85.476 | \$90.177 | \$95.137 | \$100.369 | \$105.889 | \$111.183 | \$116.742 | 20B92 | 2 | P | 9043 | X | Exempt |
| \$6,838.10 | \$7,214.17 | \$7,610.93 | \$8,029.51 | \$8,471.11 | \$8,894.66 | \$9,339.40 | | | | | | |
| \$14,816 | \$15,631 | \$16,490 | \$17,397 | \$18,354 | \$19,272 | \$20,235 | | | | | | |

*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 12th day of November 2024, 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 November 12, 2024.

Dated: November 20, 2024

File ID: RES 24-175

Agenda Item No.: 30

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



Vicente Ramirez, Deputy