Introduced: 7/29/2026
Version: 1

Current Status: Agenda Ready
Matter Type: BoS Resolution

a. Amend Personnel Policies and Practices Resolution (PPPR) Appendices A and B to consolidate the Hospital Information Systems Support Technician classification with the Information Technology Systems Analyst I; and
b. Direct the County Administrative Office, and Auditor-Controller's Office to implement the changes in the Advantage Human Resources Management (HRM) system, effective August 8, 2026.

RECOMMENDATION:
It is recommended that the Board of Supervisors:
a. Amend Personnel Policies and Practices Resolution (PPPR) Appendices A and B to consolidate the Hospital Information Systems Support Technician classification with the Information Technology Systems Analyst I; and
b. Direct the Human Resources Department, County Administrative Office, and Auditor-Controller's Office to implement the changes in the Advantage Human Resources Management (HRM) system, effective August 8, 2026.

SUMMARY :
Natividad Medical Center (NMC) completed a classification study of the four (4) Hospital Information Systems Support Technician incumbents. The study found that the incumbents were performing duties more aligned with the Information Technology Systems Analyst I classification. NMC recommends the Board of Supervisors consolidate the Hospital Information Systems Support Technician classification with the Information Technology Systems Analyst I classification as the duties, responsibilities and requirements of the work assigned are sufficiently similar in scope and complexity.

DISCUSSION:
The Service Employees International Union (SEIU) Local 521 requested a classification study of four (4) Hospital Information Systems Support Technician incumbents. The objective of the study was to determine if the incumbents were appropriately classified, and if not, to recommend a classification that accurately reflects the duties and responsibilities currently assigned to the incumbents.
NMC conducted a classification study of the incumbents and found that the duties, responsibilities and requirements of the work assigned were sufficiently similar in scope and complexity to the Information Technology Systems Analyst I classification.
Personnel Policies and Practices Resolution (PPPR) No. 98-394 defines Consolidation of Classes as "…an act whereby classes having similar scope, responsibilities and requirements of education, experience, knowledge, and ability are combined into a single class for the purpose of reorganizing the

classification structure. The consolidation of classes has a neutral effect on the employee (i.e. no start of new probationary period, no change in salary step, no change in step advancement date, no loss of seniority in class, etc.)"
Therefore, NMC recommends that the Board of Supervisors consolidate the Hospital Information Systems Support Technician classification with the Information Technology Systems Analyst I classification.

OTHER AGENCY INVOLVEMENT/COMMITTEE ACTIONS:
The County Administrative Office, Human Resources Department, and Office of County Counsel concur with the recommendations. In addition, Service Employees International Union (SEIU) Local 521 has been provided notice of this recommendation.

FINANCING:
The funding for personnel costs is provided by NMC's enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. Funding will be provided from NMC's enterprise fund 451-9600-6111. The salary and benefits costs associated with this action are included in the FY 2026-27 budget for NMC. This action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:
The proposed recommended actions demonstrate the County's commitment in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of the County of Monterey.

____ Well-Being and Quality of Life
____ Sustainable Infrastructure for the Present and Future
____ Safe and Resilient Communities
____ Diverse and Thriving Economy
__✓__ Dynamic Organization and Employer of Choice

Link to the Strategic Plan:
<https://www.countyofmonterey.gov/home/showdocument?id=139569>

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Attachments:
Resolution