



Legislation Details (With Board Report)

**File #:** RES 23-143      **Name:** Adjust the Salary Range of Director of Surgical Services

**Type:** BoS Resolution      **Status:** Passed

**File created:** 8/1/2023      **In control:** Board of Supervisors

**On agenda:** 8/29/2023      **Final action:** 8/29/2023

**Title:** Adopt Resolution to:  
a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary range of the Director of Surgical Services as indicated in Attachment A effective August 26, 2023; and  
b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Report, 2. Attachment A, 3. Resolution, 4. Completed Board Order Item No. 22, 5. Completed Resolution Item No. 22

Date	Ver.	Action By	Action	Result
8/29/2023	1	Board of Supervisors		

Adopt Resolution to:  
a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary range of the Director of Surgical Services as indicated in Attachment A effective August 26, 2023; and  
b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

RECOMMENDATION:

It is recommended that the Board of Supervisors consider adopting a Resolution to:

a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary range of the Director of Surgical Services as indicated in Attachment A effective August 26, 2023; and  
b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

SUMMARY/DISCUSSION:

Natividad Medical Center (NMC) completed a base wage compensation study of the Director of Surgical Services classification. The base wage analysis of the County’s hospital comparable agencies found that based on the duties performed, the Director of Surgical Services classification was matched to three (3) of the six (6) hospital comparable agencies: Alameda, Contra Costa, and Salinas Valley Health. After a thorough review and analysis of available data, no comparable matches were identified at San Mateo, Santa Clara, and Hazel Hawkins. The Director of Surgical Services classification is approximately 4.31% below the salary mean of the comparable agency’s classifications.

To promote the County as the employer of choice, the goal is to provide labor market competitive wages by setting base wages within five percent (5% = - 4.495% with rounding) of the average of the agencies identified. The County’s philosophy is to maintain a competitive compensation package that attracts and retains the

highest quality candidates and employees to serve the community while maintaining sound fiscal standards.

Although there is no recommended salary adjustment as a result of the base wage compensation study, the County and the County Employee Management Association (CEMA), which represents management employees in Unit X, reached a tentative Agreement in December 2022. Parties agreed on the language contained in Article 7.2 Wages Exception- Natividad Only with the intent to review possible compaction between the Staff Nurse classification series and six (6) management classifications in Natividad Medical Center (NMC) caused by base wage increases negotiated by the California Nurses Association (CNA). Among the listed management classifications which Article 7.2 Wages Exception- Natividad Only applies to is the Director of Surgical Services classification.

As a result of discussions between County representatives and CEMA representatives it was determined that the classification of Director of Surgical Services would need to be adjusted by approximately 2.5% at top step in order to maintain the existing spread between this classification and the Staff Nurse classification series.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department concurs with the recommendations. CEMA has been notified of the recommendations.

FINANCING:

The salary and benefits increased costs for the current position (1.0 FTE filled) budgeted for the Fiscal Year 2023-24 is approximately \$5,552 or \$5,774 annually. 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. This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Attachments:  
Attachment A  
Resolution