



## Legislation Details (With Board Report)

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<b>File #:</b>	RES 21-116	<b>Name:</b>	Adjust Salary Range for Hospital Director of Food Services
<b>Type:</b>	BoS Resolution	<b>Status:</b>	Passed - Natividad Medical Center
<b>File created:</b>	6/28/2021	<b>In control:</b>	Board of Supervisors
<b>On agenda:</b>	7/27/2021	<b>Final action:</b>	7/27/2021

**Title:** Adopt Resolution to:  
a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary range for the classification of Hospital Director of Food Services, as indicated; and  
b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Report, 2. Resolution, 3. Completed Board Order and Resolution Item No. 20

Date	Ver.	Action By	Action	Result
7/27/2021	1	Board of Supervisors	adopted - natividad medical center	Pass

Adopt Resolution to:  
a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary range for the classification of Hospital Director of Food Services, as indicated; and  
b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

**RECOMMENDATION:**

It is recommended that the Board of Supervisors:  
a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary range for the classification of Hospital Director of Food Services, as indicated; and  
b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

**SUMMARY/DISCUSSION:**

When Title 22 Health and Safety Codes were updated back in 2009, appropriate changes were made to the job classification of Hospital Director of Food Services to ensure compliance with the regulations. Since then, there has been no recorded wage study performed on the classification.

A wage study for the classification of Hospital Director of Food Services was requested to ensure the salary aligns with the market salary. The wage study is now complete and it identified that the Monterey County classification of Hospital Director of Food Services is paid 22.43% below the survey mean.

Classification Title: <u>Hospital Director of Food Services</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$50.647	\$53.432	\$56.371	\$59.471	\$62.742	\$65.879	\$69.173	70K84	7	P	9043	X	Exempt
\$4,051.75	\$4,274.59	\$4,509.68	\$4,757.70	\$5,019.36	\$5,270.32	\$5,533.84						
\$8,779	\$9,262	\$9,771	\$10,308	\$10,875	\$11,419	\$11,990						

It is therefore recommended the Board of Supervisors approve the recommendation action to adjust the salary range of the Hospital Director of Food Services to ensure that we are able to recruit and retain qualified candidates for this position.

For these reasons, it is recommended that your Board approve these actions.

OTHER AGENCY INVOLVEMENT:

The Monterey County Human Resources Department concurs with the recommendations.

FINANCING:

There is an annualized salary increase of \$26,361 as a result of these actions for Natividad Medical Center (Unit 9600) FY 2021-22 Adopted Budget. This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Approval of this salary adjustment will allow Natividad Medical Center to recruit and/or retain highly qualified staff to provide essential services to patients in the respective departments within the hospital, which equates to improved healthcare and equitable health opportunities for patients and the community.

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

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Approved by: Dr. Charles Harris, Interim Hospital Chief Executive Officer, 831-783-2553

Attachments:  
Resolution