



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: RES 24-143

September 17, 2024

Introduced: 7/30/2024

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Hospital Decision Support Analyst classification as indicated in Attachment A effective September 7, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

..Report

RECOMMENDATION:

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

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Hospital Decision Support Analyst classification as indicated in Attachment A effective September 7, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:

A base wage compensation study of the Hospital Decision Support Analyst classification was requested by Natividad Medical Center (NMC) administrative staff. The reason cited for the request was to check for salary alignment with the hospital comparable agencies identified in the County's Compensation Philosophy last updated in January 2023.

The base wage analysis of the County's hospital comparable agencies found that based on the duties performed, the Hospital Decision Support Analyst classification was not matched at any of the six (6) hospital comparable agencies. After thorough analysis of the data available at the time of the study, it was determined that the classification should be aligned with the Finance Manager II classification which equates to an increase of 24.92%.

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. The County reserves the right to consider internal comparisons when in the best interest of the County.

Therefore, in accordance with the County's Compensation Philosophy, the base wage salary of the Hospital Decision Support Analyst classification would need to be adjusted by

approximately 24.92% at top step in order to align the classification internally.

OTHER AGENCY INVOLVEMENT:

The Monterey County Office of County Counsel has reviewed this recommendation. In addition, the County Employee Management Association (CEMA) has been provided notice of this recommendation.

FINANCING:

The salary and benefits increased costs for the current positions (1.0 FTE filled) budgeted for the remainder of Fiscal Year 2024-25 is approximately \$25,428 and then \$30,052 annually thereafter. 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.

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

Charles R Harris
Charles R. Harris, M.D., Chief Executive Officer

09/03/2024
Date