

**Before the Board of Supervisors in and for the  
County of Monterey, State of California**

Resolution No.: HRM Control No. 26-009 )  
 )  
Adopt a Resolution to: )  
a. Approve the reclassification of one Supervising Human Resources Analyst to one )  
Departmental HR Manager as indicated in Attachment A, effective June 27, 2026; and )  
b. Direct the County Administrative Office and the Auditor- Controller to incorporate the )  
approved position changes in the FY 2025-26 Adopted Budget and the Human Resources )  
Department to implement the changes in the Advantage Human Resources Management )  
(HRM) system. )

WHEREAS, an independent consulting firm, Gallagher, conducted a classification study of an incumbent in the Supervising Human Resources Analyst classification in the Human Resources Department; and

WHEREAS, the study found that the Supervising Human Resources Analyst classification does not accurately reflect the duties and responsibilities that the incumbent is performing and that the appropriate classification is the Departmental HR Manager classification; and

WHEREAS, it is recommended that one (1) Supervising Human Resources Analyst incumbent be reclassified to one (1) Department HR Manager;

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

1. The Natividad Medical Center Budget Unit 9600-8360 – Fund 451 – Appropriation Unit NMC001 is amended to approve the reclassification of one (1) Supervising Human Resources Analyst to one (1) Department HR Manager as indicated below:

**FROM...**

<b>Title</b>	<b>Class Code</b>
Supervising Human Resources Analyst	14B28

**TO...**

<b>Title</b>	<b>Class Code</b>
Departmental HR Manager	14B66

2. The County Administrative Office and the Auditor-Controller are directed to incorporate the approved position changes in the FY 2025-26 Adopted Budget and the Human Resources Department is directed to implement the changes in the Advantage Human Resources Management (HRM) system.

PASSED AND ADOPTED on this \_\_\_\_ day of \_\_\_\_\_, 2026, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

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\_\_\_\_ for the meeting on \_\_\_\_\_.

Dated:

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

By \_\_\_\_\_  
, Deputy