



County of Monterey

Item No.40

Board Report

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

Legistar File Number: RES 26-082

June 23, 2026

Introduced: 5/27/2026

Current Status: Natividad Medical Center -
Consent

Version: 1

Matter Type: BoS Resolution

- 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.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- 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.

SUMMARY

Natividad Medical Center (NMC) contracted with Gallagher, an independent consulting firm to complete a classification study of one (1) Supervising Human Resources Analyst incumbent at NMC. The study found the incumbent was performing duties more aligned with a Departmental HR Manager classification. NMC recommends the Board of Supervisors amend the FY 2025-26 NMC Adopted Budget to approve the reclassification of one (1) Supervising Human Resources Analyst to one (1) Departmental HR Manager.

DISCUSSION:

NMC requested a classification study of one (1) Supervising Human Resources Analyst. The objective of the study was to determine if the incumbent was appropriately classified, and if not, to recommend a classification that accurately reflects the duties and responsibilities currently assigned to the incumbent. Gallagher conducted a classification study of one (1) Supervising Human Resources Analyst incumbent. The classification study found that the Supervising Human Resources Analyst classification does not accurately reflect the duties and responsibilities that the incumbent is performing. Given the scope of work, complexity, and consequence of error, it was determined that the appropriate classification that accurately reflects the duties performed is the Departmental HR Manager classification. Therefore, NMC recommends that the Board of Supervisors reclassify the incumbent from a Supervising Human Resources Analyst to Departmental HR Manager.

OTHER AGENCY INVOLVEMENT/COMMITTEE ACTIONS:

The County Administrative Office, Human Resources Department, and Office of County Counsel concur with the recommendations.

FINANCING:

The funding for personnel costs is provided by Natividad Medical Center'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 2025-26 budget for Natividad Medical Center. 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:

Attachment A
Resolution

