



County of Monterey

Item No.

Board Report

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

Legistar File Number: RES 24-057

April 23, 2024

Introduced: 3/28/2024

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classification of Spiritual Care Advisor with the salary range as indicated in Attachment A effective April 20, 2024; and
- b. Direct 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 consider adopting a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classification of Spiritual Care Advisor with the salary range as indicated in Attachment A effective April 20, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:

Natividad Medical Center (NMC) completed a classification and base wage compensation study and recommend creating the classification of the Spiritual Care Advisor and setting the base wage salary at the market average in accordance with the Compensation Philosophy.

The California Department of Health Care Services requires NMC to provide palliative care to all Medi-Cal members based upon established eligibility criteria pursuant to Senate Bill (SB) 1004. A key component of palliative care teams is someone that can address spiritual needs of the patient and their family needs when requested and recommended by the interdisciplinary care team. NMC has been able to maintain compliance with the regulation dependent upon the utilization of grant funds which are due to expire this fiscal year.

To establish the salary range for the new classification, NMC completed a base wage compensation study and found that the job duties, responsibilities and certifications of a Spiritual Care Advisor position were matched to two (2) of the six (6) hospital comparable agencies: Alameda Highland Hospital and Salinas Valley Health. After a thorough review and analysis of available data, no comparable matches were identified at Contra Costa Regional Medical Center, San Mateo Medical Center, Santa Clara Valley Medical Center or Hazel Hawkins Hospital. When there are only two classification matches from any of the hospital comparable agencies listed, the maximum average salary of the Bay Area Region of the Allied

for Health compensation report will be included in the calculation of the market based average salary to establish the third match. The base wage compensation survey mean at top monthly step is approximately \$8,285.

The County Compensation Philosophy requires a minimum of three (3) benchmark classification matches with our comparable agencies in order to provide sufficient data for analyzing and determining a base wage comparison. As a result, there is sufficient data to help support creating the new classification of Spiritual Care Advisor with a top monthly salary of approximately \$8,285.

OTHER AGENCY INVOLVEMENT:

The Monterey County Human Resources Department, and Monterey County Office of County Counsel have reviewed this recommendation. In addition, the Service Employees International Union (SEIU) Local 521 has been provided notice of these recommendations.

FINANCING:

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

Prepared by: Janine Bouyea, Hospital Assistant Administrator, (831) 783-2701

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

Attachments:

Attachment A

Resolution

Charles R. Harris

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

4/11/24

Date