

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

Resolution No.: PPPR Control No. 24-015)
HRM Control No. 24-015)

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

WHEREAS, Natividad Medical Center (NMC) administration staff recently conducted a classification and base wage study to determine if there is sufficient market data to support the creation of a spiritual care advisory position with a market aligned salary to ensure ongoing compliance with Senate Bill (SB) 1004; and

WHEREAS, the study found that there was sufficient market data available to support the creation of a Spiritual Care Advisor classification; and

WHEREAS, to establish a salary for this new classification, NMC completed an external base wage compensation analysis and found there were two (2) of the six (6) hospital comparable agencies and a comparable classification from the Bay Area Region of the Allied for Health compensation report was included to establish the third match; and

WHEREAS, to implement the recommendation, the action requires the Personnel Policies and Practices Resolution No. 98- 394 Appendices A and B to be amended;

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

- The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B are amended to create the classification of Spiritual Care Advisor with the salary range as indicated below effective April 20, 2024:

<u>Classification Title:</u> Spiritual Care Advisor												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$34.997	\$36.921	\$38.952	\$41.094	\$43.354	\$45.522	\$47.798	60Y01	14	P	9043	J	Non-exempt
\$2,799.73	\$2,953.71	\$3,116.15	\$3,287.53	\$3,468.34	\$3,641.75	\$3,823.84						
\$6,066	\$6,400	\$6,752	\$7,123	\$7,515	\$7,890	\$8,285						

*provided for information purposes only

- 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 _____, 2024, 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