

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

Resolution No.: PPPR Control No. 22-030)
HRM Control No. 22-027)

Adopt a Resolution to:)
a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A)
and B to create the classification of Trauma Program Manager with the salary range as)
indicated below;)
b. Amend the Natividad FY 2022-23 Adopted Budget Unit 9600-8142 - Fund 451 -)
Appropriation Unit NMC001 to reallocate and reclassify a Nursing Services Unit Manager)
to a Trauma Program Manager as indicated below; and)
c. Authorize the County Administrative Office and the Auditor-Controller to incorporate)
the approved position changes in the FY 2022-23 Adopted Budget and the Human)
Resources Department to implement the changes in the Advantage HRM System.)

WHEREAS, in January of 2015, Natividad received designation as a Level II Trauma Center by the Monterey County Emergency Medical Services Agency and Natividad utilized the classification of Nursing Services Unit Manager to manage the coordination of the Trauma Program including Trauma Administrative Services, Trauma Services, and the Trauma Outreach and Prevention Program; and

WHEREAS, Natividad Administration requested a classification and base wage compensation study for the Nursing Services Unit Manager position utilizing the hospital comparable agencies identified in the County’s Compensation Philosophy approved in December 2021; and

WHEREAS, the analysis of the classification and base wage compensation study of the Nursing Services Unit Manager was matched to three (3) of the six (6) hospital comparable agencies that have trauma designations and found that the current Nursing Services Unit Manager classification was not an appropriate match for the duties and responsibilities being performed; and

WHEREAS, Natividad recommends creating the classification of Trauma Program Manager with the salary indicated and the reallocation and reclassification of a Nursing Services Unit Manager position to Trauma Program Manager; and

WHEREAS, to implement the recommendations, the actions require 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:

1. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B are amended to create the classification of Trauma Program Manager with the salary range as indicated below;

| Classification Title: Trauma Program Manager | | | | | | | Class Code | WG * | EEO Cat* | W/C* | BU | FLSA Code* |
|--|------------|------------|------------|------------|------------|------------|------------|------|----------|------|----|------------|
| Hourly, Bi-Weekly and Monthly Pay Rates | | | | | | | | | | | | |
| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | | | | | | |
| \$76,112 | \$80,298 | \$84,714 | \$89,373 | \$94,288 | \$99,003 | \$103,953 | 14M30 | 10 | P | 9043 | X | Exempt |
| \$6,088.97 | \$6,423.84 | \$6,777.13 | \$7,149.86 | \$7,543.08 | \$7,920.23 | \$8,316.24 | | | | | | |
| \$13,193 | \$13,918 | \$14,684 | \$15,491 | \$16,343 | \$17,160 | \$18,019 | | | | | | |

2. The Natividad FY 2022-23 Adopted Budget Unit 9600-8142 - Fund 451 - Appropriation Unit NMC001 is amended to approve the reallocation and reclassification of a Nursing Services Unit Manager to a Trauma Program Manager as indicated below;

Reallocate Position and reclassify incumbent to Trauma Program Manager

Trauma Center Department

Budget Unit 9600-8142 - Fund 451 - Appropriation Unit NMC001

| From/To | Class Code | Position Title | Position Number | Position Increase/ (Decrease) | Revised Total FTE by Title |
|---------|------------|-------------------------------|-----------------|-------------------------------|----------------------------|
| From | 52A92 | Nursing Services Unit Manager | 0001 | (1.0) | 2.0 |
| To | 14M30 | Trauma Program Manager | 0001 | 1.0 | 1.0 |

3. The County Administrative Office and the Auditor-Controller are authorized to incorporate the approved position changes in the FY 2022-23 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this ____ day of _____, 2022, 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