



County of Monterey

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

Board Report

File #: RES 22-155, **Version:** 1

Adopt 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 in Attachment A;
- 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 in Attachment A; 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.

Recommendation

It is recommended that the Board of Supervisors 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 in Attachment A;
- b. Amend the Natividad FY 2022-23 Adopted Budget Unit 9600-8142 - Fund 451 - Appropriation NMC001 to reallocate and reclassify a Nursing Services Unit Manager to a Trauma Program Manager as indicated in Attachment A; 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.

SUMMARY/DISCUSSION:

In January of 2015, Natividad received designation as a Level II Trauma Center by the Monterey County Emergency Medical Services Agency. 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. Natividad Administration staff requested a classification and compensation study utilizing the hospital comparable agencies identified in the County's Compensation Philosophy approved in December 2021.

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.

Natividad recommends creating the classification of Trauma Program Manager and the reallocation and reclassification of the current Nursing Services Unit Manager position and incumbent as indicated in Attachment A. This action is in accordance with the County's compensation philosophy to maintain a competitive compensation package that attracts and retains the highest quality candidates and employees to serve the community.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has reviewed and concurred with the recommendations.

FINANCING:

The salary and benefits increase for Natividad Budget Unit 9600-8142 - Fund 451 - Appropriation Unit NMC001 for the remainder of FY 2022-23 is approximately \$13,930 annually. Approval of the above actions has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended actions address both the Board of Supervisors' Administration and Health & Human Services Strategic Initiatives and demonstrates NMC's commitment to meet the Board's strategic initiative of attracting, recruiting and retaining a diverse, talented work force that supports the mission of Monterey County.

☐ Economic Development
☒ Administration
☒ Health & Human Services
☐ Infrastructure
☐ Public Safety

Prepared by:

Jennifer Lusk, Senior Personnel Analyst, (831) 783-2764

Approved by:

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

Dr. Charles R. Harris, Hospital Chief Executive Officer, (831) 783-2553

Attachment:

Attachment A
Resolution