



Classification Title: UROLOGIST							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						
\$241,830						\$330,288	TBD	9	P	9043	U	Exempt
\$19,346.36					\$26,423.04							
\$41,917					\$57,250							

b. The 2023-24 Natividad Medical Center Adopted Budget Unit 9600-8309 – Fund 451 – Appropriation Unit NMC001 is amended to reallocate one (1.0 FTE) Trauma Surgeon to one (1.0 FTE) Urologist as indicated below:

From/To	Class Code	Position Title	Position Number	Position Increase/ (Decrease)	Revised Total FTE by Title
From	54B16	Trauma Surgeon	0003	(1.0)	2.0
To	TBD	Urologist	0001	1.0	1.0

c. Personnel Policies and Practices Resolution No. 98-394 Section A.1.7: Physician Salary Rates is amended as indicated below:

*A.1.7 Physician Salary Rates*

The salary for physicians appointed to the classifications listed below shall be established within a broad range subject to the discretion of the Natividad Medical Center Chief Executive Officer.

- Colon & Rectal Surgeon
- Neurosurgeon
- Trauma Surgeon
- Urologist
- Vascular Surgeon

The Natividad Medical Center Chief Executive Officer may offer a base salary (salary before benefits) up to the 50<sup>th</sup> percentile of the current salary range for the classification to individuals in the classifications listed above. Or where it is deemed reasonable and necessary, with approval of the Board of Supervisors, the Natividad Medical Center Chief Executive Officer may offer a base salary (salary before benefits) above the 50<sup>th</sup> percentile.

In determining the appropriateness of placing an employee above the 50<sup>th</sup> percentile, the following criteria should be considered:

- a) Credit for experience: The person has prior years of applicable and related experience, from which the County will benefit.
- b) Difficulty of recruitment: There is a scarcity of applicants that meet the employment standards.

c) Reduction in pay: The person would receive a pay cut.

d) Employment negotiation: The person would not accept the position without the higher base salary.

e) Employee retention: The ability of the County to retain the employee will be enhanced if a higher base salary is offered. ***Added 2/28/17 Revised 08/26/2023***

d. 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 \_\_\_\_\_, 2023, 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