

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

- Resolution No.: PPPR Control No. 16-017 )  
 HRM Control No. 16-015 )
- Adopt a Resolution to: )  
 )  
 )
- a. Amend the Personnel Policies and Practices Resolution No. 98-394 Appendix A to Add a New Classification of Hospital Interpreter Services Manager with Salary Range as Indicated in the Attached Resolution, effective March 5, 2016; )
  - b. Amend the Natividad Medical Center (Unit 9600) FY 2016-17 Adopted Budget to Approve Reallocation/Reclassification as Indicated by Position Numbers in the Attached Resolution, effective March 5, 2016; )
  - c. Authorize the Auditor-Controller to Incorporate the Approved Changes in the Natividad Medical Center (Unit 9600) FY 2016-17 Adopted Budget, effective March 5, 2016; )
  - d. Direct the County Administrative Office to Incorporate the Approved Position Changes in the Natividad Medical Center (Unit 9600) FY 2016-17 Adopted Budget, effective March 5, 2016; and )
  - e. Direct the Human Resources Department to Implement the Changes in the Advantage HRM System, effective March 5, 2016. )

WHEREAS, Natividad Medical Center contracted with an outside agency to conduct a classification study of the position of Hospital Medical Interpretation Coordinator; and

WHEREAS, the findings of the classification study determined the need for a new classification of Hospital Interpreter Services Manager with new salary range as indicated, to more accurately reflect the nature and scope of work performed by the incumbent and to meet the organizational needs of the Interpreter Services Department at Natividad Medical Center;

WHEREAS, the previous report and resolution, presented to and approved by the Board of Supervisors on February 26, 2016, did not authorize the County Human Resources Department to implement the reclassification changes appropriately in the Advantage HRM System as worded;

NOW, THEREFORE, the Monterey County Board of Supervisors hereby resolved to approve the following:

- a. Amend the Monterey County Personnel Policies and Practices Resolution No. 98-394 Appendix A to Add the New Classification of Hospital Interpreter Services Manager with Salary Range as Indicated in the Attached Resolution, effective March 5, 2016;

**Create New Classification:**

Classification Title: Hospital Interpreter Services Manager							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$31.223	\$32.935	\$34.742	\$36.647	\$38.658	\$40.590	\$42.620	14M02	07	P	9043	X	E
\$2,497.80	\$2,634.81	\$2,779.34	\$2,931.79	\$3,092.61	\$3,247.24	\$3,409.60						
\$5,412	\$5,709	\$6,022	\$6,352	\$6,701	\$7,036	\$7,387						

\*provided for information purposes only

- b. Amend the Natividad Medical Center (Unit 9600) FY 2016-17 Adopted Budget to Approve Reallocation/Reclassification as Indicated by Position Numbers in the Attached Resolution, effective March 5, 2016;

**Natividad Medical Center 9600 (Sub-unit 8350) – Interpreter Services  
Reallocate Position and Reclassify Incumbent**

From/To		Position Title	Position Number	Position Increase/(Decrease)	Revised Total FTE
From	14M33	Hospital Medical Interpretation Coordinator	0001	(1.0)	0.0
To	14M02	Hospital Interpreter Services Manager	0001	1.0	1.0

- c. Authorize the Auditor-Controller to Incorporate the Approved Changes in the Natividad Medical Center (Unit 9600) FY 2016-17 Adopted Budget, effective March 5, 2016;
- d. Direct the County Administrative Office to Incorporate the Approved Position Changes in the Natividad Medical Center (Unit 9600) FY 2016-17 Adopted Budget, effective March 5, 2016; and
- e. Direct the Human Resources Department to Implement the Changes in the Advantage HRM System, effective March 5, 2016.

PASSED AND ADOPTED on this \_\_\_\_ day of \_\_\_\_\_, 2016, by the following vote, to-wit:

AYES:  
NOES:  
ABSENT:

I, Gail T. Borkowski, 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: Gail T. Borkowski, Clerk of the Board of Supervisors  
County of Monterey, State of California

By \_\_\_\_\_  
, Deputy