



County of Monterey

Item No.

Board Report

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

Legistar File Number: RES 22-204

December 13, 2022

Introduced: 11/10/2022

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classifications of Hospital Patient Safety Manager and Hospital Compliance Officer with the salary ranges as indicated in Attachment A;
- b. Amend the Natividad FY 2022-23 Adopted Budget Unit 9600-8142 - Fund 451 -Appropriation Unit NMC001 to reallocate a Hospital Risk Assessment and Compliance Officer to a Hospital Compliance Officer and a Hospital Quality Assurance Nurse to a Hospital Patient Safety Manager as indicated in Attachment A;
- c. Direct 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.

..Report

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 classifications of Hospital Patient Safety Manager and Hospital Compliance Officer with the salary ranges as indicated in Attachment A;
- b. Amend the Natividad FY 2022-23 Adopted Budget Unit 9600-8142 - Fund 451 -Appropriation Unit NMC001 to reallocate a Hospital Risk Assessment and Compliance Officer to a Hospital Compliance Officer and 0.5 FTE Hospital Quality Assurance Nurse to a Hospital Patient Safety Manager as indicated in Attachment A;
- c. Direct 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:

Natividad Human Resources conducted a classification and base wage compensation study to determine if there is sufficient external market data to help support creating two distinct classifications that focus on the functional areas of patient safety and compliance in a hospital setting. Given the proposed duties and responsibilities, it was determined there is a need to create the two new classifications of Hospital Patient Safety Manager and Hospital Compliance Officer.

The County Compensation Philosophy requires a minimum of three (3) benchmark classification matches with our comparable agencies in order to provide sufficient data for analyzing and determining

a base wage comparison. For hospital specific classifications, the County's Philosophy states that in cases where three (3) matches are not found, the maximum average salary of the Bay Area Region of the Allied for Health compensation report can be included in the calculation of the market based average salary to establish the third match.

Natividad Human Resources completed an external base wage compensation analysis and found that the Hospital Patient Safety Manager was matched to two (2) of the six (6) hospital comparable agencies and as a result, the maximum average salary of the Bay Area Region of the Allied for Health compensation report was included in the calculation of the market based average salary to establish the third match. In addition, the analysis found that the Hospital Compliance Officer was matched to three (3) of the six (6) hospital comparable agencies.

Therefore, it is recommended to create the classifications of Hospital Patient Safety Manager and Hospital Compliance Officer, reallocate a Hospital Risk Assessment and Compliance Officer position to a Hospital Patient Safety Manager, and reallocate 0.5 FTE Hospital Quality Assurance Nurse to a Hospital Compliance Officer.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has reviewed and concurs 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 \$90,995 or \$147,867 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

Charles R Harris

Charles R. Harris, M.D., Chief Executive Officer

12/05/22

Date