



Monterey County

168 West Alisal Street,
1st Floor
Salinas, CA 93901
831.755.5066

Board Report

Legistar File Number: RES 17-162

December 12, 2017

Introduced: 9/12/2017

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt Resolution to:

- a) Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A & B to create the classification of Supervising Cardiopulmonary Technician with the salary range as indicated in the attached resolution;
- b) Approve and Amend the FY 2017-18 Natividad Medical Center adopted budget (Appropriation Unit NMC001) to reallocate 1.0 FTE Senior Cardiopulmonary Technician to 1.0 FTE Supervising Cardiopulmonary Technician as indicated in the attached resolution;
- c) Authorize the County Administrative Office and the Auditor-Controller to incorporate the approved changes into the FY 2017-18 Natividad Medical Center adopted budget (Appropriation Unit NMC001) (4/5 vote required); and
- d) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

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RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a resolution to:

- a) Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A & B to create the classification of Supervising Cardiopulmonary Technician with the salary range as indicated in the attached resolution;
- b) Approve and Amend the FY 2017-18 Natividad Medical Center adopted budget (Appropriation Unit NMC001) to reallocate 1.0 FTE Senior Cardiopulmonary Technician to 1.0 FTE Supervising Cardiopulmonary Technician as indicated in the attached resolution;
- c) Authorize the County Administrative Office and the Auditor-Controller to incorporate the approved changes into the FY 2017-18 Natividad Medical Center adopted budget (Appropriation Unit NMC001) (4/5 vote required); and
- d) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY:

Natividad Medical Center (NMC) recommends the creation of a supervisory level position in order to provide oversight to staff and assistance to the Department Director in complying with regulatory requirements in the hospital's Respiratory Therapy Services Department.

DISCUSSION:

The Respiratory Therapy Department at Natividad Medical Center (NMC) is responsible for

providing respiratory therapy services and education to patients.

There is currently a need for a supervisory level position in the department to assist with shift supervision, complying with regulatory requirements, and also to provide the department with supervisory oversight in the absence of the department director. The NMC Human Resources Administrator requested a classification study to determine the appropriate title, duties and level of position needed to satisfy the department needs within the existing County structure. The final recommendation of the classification study was the creation of a Supervising Cardiopulmonary Technician classification with a proposed salary string that is 10% above that of Senior Cardiopulmonary Technician.

OTHER AGENCY INVOLVEMENT:

The class study and salary recommendation was reviewed and approved by the Monterey County Human Resources Department.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The creation of this classification will improve operational performance in the hospital's Respiratory Therapy Department, which equates to higher efficiency and quality of patient care delivery.

- Economic Development
- Administration
- Health and Human Services
- Infrastructure
- Public Safety

FINANCING:

These actions result in an annualized increase of \$10,395.00 to Natividad Medical Center's adopted budget (Appropriation Unit NMC001) for FY 2017-18, which will be absorbed in the NMC budget and included in the NMC budget for future years.

This action has no impact on the General Fund.

Prepared by: Janine Bouyea, NMC HR Administrator, (831) 783-2701

Approved by: Gary Gray, D.O., Hospital CEO, (831) 783-2553

Attachments:

Resolution