



Monterey County

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Board Report Legistar File Number: 15-1306

January 12, 2016

Introduced: 11/25/2015

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

Adopt Resolution to:

- a) Authorize NMC to Delete 1.0 FTE Food Service Worker II and Add 1.0 FTE Cashier Positions in the Natividad Medical Center (Unit 9600) FY 2015-16 Adopted Budget and Reclassify the Incumbent Indicated by the Position Number in the Attached Resolution;
- b) Authorize the Auditor-Controller to Incorporate the Approved Changes in the Natividad Medical Center (Unit 9600) FY 2015-16 Adopted Budget;
- c) Direct the County Administrative Office to Incorporate the Approved Changes in the Natividad Medical Center (Unit 9600) FY 2015-16 Adopted Budget; and
- d) Direct the Human Resources Department to Implement the Changes in the Advantage HRM System.

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a) Authorize NMC to Delete 1.0 FTE Food Service Worker II and Add 1.0 FTE Cashier Positions in the Natividad Medical Center (Unit 9600) FY 2015-16 Adopted Budget and Reclassify the Incumbent Indicated by the Position Number in the Attached Resolution;
- b) Authorize the Auditor-Controller to Incorporate the Approved Changes in the Natividad Medical Center (Unit 9600) FY 2015-16 Adopted Budget;
- c) Direct the County Administrative Office to Incorporate the Approved Changes in the Natividad Medical Center (Unit 9600) FY 2015-16 Adopted Budget; and
- d) Direct the Human Resources Department to Implement the Changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

Natividad Medical Center recommends the deletion of one Food Service Worker II and the addition one Cashier position in the Dietary Services Department of the hospital. This recommendation is made as a reasonable accommodation resulting from an interactive process in accordance with the Americans with Disabilities Act (ADA).

Under the ADA, an employer may provide assistance or make changes to a position or workplace in order to enable an employee to perform his or her job duties despite having a disability. The ADA requires employers to provide reasonable accommodations to qualified employees with disabilities, unless doing so would pose an undue hardship. Qualified

employees are defined as those who hold the necessary skills and experience for the job and can perform its essential functions
<<http://www.nolo.com/dictionary/essential-job-functions-term.html>>, with or without an accommodation.

<u>Delete/Add</u>	<u>New/Revised Classification</u>	<u>Class Code</u>	<u>Total of:</u>
Delete 1.0 FTE	Food Service Worker II	70K21	15.0
Add 1.0 FTE	Cashier	80J19	1.0

OTHER AGENCY INVOLVEMENT:

None.

FINANCING:

The costs of the above action is approximately \$263.46 in salary and benefits costs for the remainder of the current fiscal year, which will be absorbed into the Natividad Medical Center - Unit 9600 Budget for FY 2015-16. The annualized total estimated cost of this action is \$395.20, which will be included in the Natividad Medical Center - Unit 9600 Budget for future years.

This action will not require any additional General Fund subsidy.

Prepared by:

Approved by:

Janine Bouyea
NMC Human Resources Administrator

Gary Gray, D.O.
Hospital Chief Executive Officer

Date: October 13, 2015

cc: Mike Miller, Auditor-Controller
Manny Gonzalez, Assistant Chief Administrative Officer

Attachments: Resolution



Gary R. Gray, DO, Chief Executive Officer


Date