

MONTEREY COUNTY BOARD OF SUPERVISORS

Meeting: June 28, 2011	Agenda No: 13
SUBJECT: Appoint two members of the Board of Supervisors to serve as an ad-hoc committee to review the Natividad Medical Center Compensation Philosophy for Executive Compensation and make recommendations about necessary updates.	
DEPARTMENT: Board of Supervisors	

RECOMMENDATION:

It is recommended that the Board of Supervisors appoint two members of the Board of Supervisors to serve as an ad-hoc committee to review the Natividad Medical Center Compensation Philosophy and make recommendations about appropriate updates.

SUMMARY/DISCUSSION:

In 2008 the Board of Supervisors approved a Compensation Philosophy for employees of Natividad Medical Center. The Philosophy was part of a series of recommendations made by the Huron Consulting group.

Since adopting the 2008 compensation philosophy the County has experienced an economic recession and the passage of the federal Affordable Care Act. These events necessitate a review of the previously adopted Compensation Philosophy, including a potential need for appropriate updates.

This Ad Hoc Committee will work with representatives of the Natividad Medical Center Board of Trustees.

The committee is expected to return to the Board of Supervisors with a recommendation in early September.

OTHER AGENCY INVOLVEMENT:

It is expected that this ad hoc committee will work with representatives of the Natividad Medical Center Board of Trustees.

Due to late submission of this Board Report, the CAO Budget & Analysis Division was not provided adequate time to fully review for potential fiscal, organizational, policy, or other implications to the County of Monterey.

FINANCING:

It is anticipated that the Supervisors appointed to this committee will commit to providing appropriate staff support as necessary to the effort. The committee may need additional support from the office of County Counsel.

A review of the financial impacts of the committee recommendation will be part of the report from the Committee.

Prepared by:



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