



# Monterey County

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## Board Report

Legistar File Number: 16-091

February 23, 2016

**Introduced:** 1/19/2016

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** General Agenda Item

Adopt Resolution to:

- a. Amend the Natividad Medical Center (Unit 9600) FY 2015-16 Adopted Budget to Approve Reallocation/Reclassification as Indicated by Position Numbers 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 Position 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:

Adopt a Resolution to:

- a. Amend the Natividad Medical Center (Unit 9600) FY 2015-16 Adopted Budget to Approve Reallocation/Reclassification as Indicated by Position Numbers 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 Position 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 commissioned an outside agency to conduct a classification study to determine if the current duties being performed by the incumbent Hospital Medical Interpretation Coordinator accurately reflect the scope and responsibilities of the position, and to match the salary structure to comparable positions within the County's comparable facilities. The classification study revealed that the current job description required updating. The findings report states that based on the job duties, responsibilities and level of autonomy afforded to the incumbent, it is recommended that the position be reclassified to Hospital Interpreter Services Manager and that the prior position of Hospital Medical Interpretation Coordinator be eliminated.

The recommended salary range is based upon the search and selection of comparable positions within the County's comparable facilities as specified by Natividad Medical Center.

For the above reasons, it is recommended that your Board approve this action.

OTHER AGENCY INVOLVEMENT:

The Monterey County Human Resources Department has reviewed the class study and recommendation.

FINANCING:

The increase as a result of this action is approximately \$2223.00, which will be absorbed in the Natividad Medical Center (Unit 9600) FY 2015-16 Adopted Budget. The annualized increase of this action is approximately \$5,335.00, which will be included in the Natividad Medical Center (Unit 9600) Adopted Budget for future fiscal years.

Prepared by: Janine Bouyea, Human Resources Administrator, 783-2701

Approved by: Gary R. Gray, DO, Chief Executive Officer, 783-2504

Attachments:

Resolution Medical Interpretation Coordinator Reclasse

Attachments on file with the Clerk of the Board

  
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Dr. Gary R. Gray, Chief Executive Officer

  
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Date