



# Monterey County

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

## Board Report

Legistar File Number: RES 20-001

February 25, 2020

**Introduced:** 1/7/2020

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** BoS Resolution

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to Retitle the Classifications of: Cardiopulmonary Technician II to Respiratory Care Practitioner, Cardiopulmonary Technician-Per Diem to Respiratory Care Practitioner-Per Diem, Senior Cardiopulmonary Technician to Senior Respiratory Care Practitioner, Supervising Cardiopulmonary Technician to Supervising Respiratory Care Practitioner, Director of Cardiopulmonary Services to Director of Respiratory Care Services; and
- b. Direct the Monterey County Human Resources Department to Implement the Changes in the Advantage HRM System.

### **..Report**

#### RECOMMENDATION:

It is recommended that the Board of Supervisors:

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to Retitle the Classifications of: Cardiopulmonary Technician II to Respiratory Care Practitioner, Cardiopulmonary Technician-Per Diem to Respiratory Care Practitioner-Per Diem, Senior Cardiopulmonary Technician to Senior Respiratory Care Practitioner, Supervising Cardiopulmonary Technician to Supervising Respiratory Care Practitioner, Director of Cardiopulmonary Services to Director of Respiratory Care Services; and
- b. Direct the Monterey County Human Resources Department to Implement the Changes in the Advantage HRM System.

#### SUMMARY:

Natividad recommends a retitling to the classifications within the Cardiopulmonary Technician class series in order to remain aligned with Federal and State regulations and also, to recruit and retain qualified candidates for the hospital's Respiratory Therapy Services Department.

#### DISCUSSION:

The Respiratory Therapy Department at Natividad is responsible for providing respiratory therapy services and education to patients.

Natividad performed a classification study on the classifications within the Cardiopulmonary Technician class series and found that the licensing board, now the Respiratory Care Board of California, began issuing Respiratory Care Practitioner licenses in 2015. Natividad recommends retitling the entire Cardiopulmonary Technician class series to include: Respiratory Care Practitioner,

Senior Respiratory Care Practitioner and Supervising Respiratory Care Practitioner classifications, as well as the director level classification (Director of Respiratory Care Services), as indicated in Attachment A, in order to recruit and retain qualified candidates for the hospital's Respiratory Services Department. Retitling is proposed to align the professional licensure required to perform the duties with the position titles.

OTHER AGENCY INVOLVEMENT:

The re-titling recommendations were reviewed by the Monterey County Human Resources Department.

FINANCING:

These actions result in no financial impact to Natividad's Adopted Budget (Unit 9600) for FY 2019-20 and this action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Mark a check to the related Board of Supervisors Strategic Initiatives

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

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Approved by: Dr. Gary Gray, Chief Executive Officer, 783-2553

Approved by: Irma Ramirez-Bough, Director of Human Resources, 755-5043

Attachments:

Resolution is on file with the Clerk of the Board

Attachment A is on file with the Clerk of the Board

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Dr. Gary R. Gray, Chief Executive Officer

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Date