

Classification Title: COLON & RECTAL SURGEON (New Classification)							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$141.827						\$228.365	54B14	9	P	9043	U	E
\$11,346.16						\$18,269.22						
\$24,583						\$39,583						

Classification Title: NEUROSURGEON (New Classification)							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$258.654						\$420.673	54B15	9	P	9043	U	E
\$20,692.32						\$33,653.84						
\$44,833						\$72,917						

Classification Title: TRAUMA SURGEON (New Classification)							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$168.750						\$240.385	54B16	9	P	9043	U	E
\$13,500.00						\$19,230.80						
\$29,250						\$41,667						

Classification Title: VASCULAR SURGEON (New Classification)							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$53.365						\$264.423	54B17	9	P	9043	U	E
\$4,269.20						\$21,153.84						
\$9,250						\$45,833						

- b. Appendix A of the Personnel Policies and Practices Resolution No. 98-394 is amended to increase the negotiable salary range for the current non-represented classification of Contract Physician from a maximum \$192.306 per hour to a maximum \$240.385 per hour (increase maximum of salary range from \$399,996 to \$500,000 per year);

Classification Title: CONTRACT PHYSICIAN (Salary Range Adjustment Only)							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$53.365						\$240.385	54B12	9	P	9043	U	E
\$4,269.20						\$19,230.80						
\$9,250						\$41,667						

- c. Section A.1.7: Physician Salary Rates is added to the Personnel Policies and Practices Resolution No. 98-394 as indicated below:

A.1.7 Physician Salary Rates

The salary for physicians appointed to the classifications listed below shall be established within a broad range subject to the discretion of the Natividad Medical Center Chief Executive Officer.

Colon & Rectal Surgeon
 Neurosurgeon
 Trauma Surgeon
 Vascular Surgeon

The Natividad Medical Center Chief Executive Officer may offer a base salary (salary before benefits) up to the 50th percentile of the current salary range for the classification to individuals in the classifications listed above. Or where it is deemed reasonable and necessary, with approval of the Board of Supervisors, the Natividad Medical Center Chief Executive Officer may offer a base salary (salary before benefits) above the 50th percentile.

In determining the appropriateness of placing an employee above the 50th percentile, the following criteria should be considered:

- a) Credit for experience: The person has prior years of applicable and related experience, from which the County will benefit.
- b) Difficulty of recruitment: There is a scarcity of applicants that meet the employment standards.
- c) Reduction in pay: The person would receive a pay cut.
- d) Employment negotiation: The person would not accept the position without the higher base salary.
- e) Employee retention: The ability of the County to retain the employee will be enhanced if a higher base salary is offered.

NEW Added 2/28/17

- d. The Human Resources Department is directed to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this ____ day of _____, 2017, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

I, Gail T. Borkowski, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book___ for the meeting on _____.

Dated:

Gail T. Borkowski, Clerk of the Board of Supervisors,
County of Monterey, State of California

By _____
, Deputy