



County of Monterey

Item No.

Board Report

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

Legistar File Number: RES 24-141

August 13, 2024

Introduced: 7/29/2024

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt Resolution to:

- a. Amend the FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8336-Appropriation Unit NMC001) to reallocate five (5) Patient Services Representative II positions to five (5) Medical Unit Clerk positions as indicated in Attachment A effective August 24, 2024; and
- b. Authorize and direct the County Administrative Office and the Auditor-Controller to incorporate the approved position changes into the Fiscal Year 2024-25 Adopted Budget.

RECOMMENDATION:

It is recommended that the Board of Supervisors consider adopting a Resolution to:

- a. Amend the FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8336-Appropriation Unit NMC001) to reallocate five (5) Patient Services Representative II positions to five (5) Medical Unit Clerk positions as indicated in Attachment A effective August 24, 2024; and
- b. Authorize and direct the County Administrative Office and the Auditor-Controller to incorporate the approved position changes into the Fiscal Year 2024-25 Adopted Budget.

SUMMARY/DISCUSSION:

Natividad Medical Center (NMC) completed a base wage compensation study of the Medical Unit Clerk classification that resulted in the change of the existing internal alignment of classifications and resulted in the overfilling of positions.

NMC is seeking consideration from the Board of Supervisors to adopt a Resolution to reallocate five (5) Patient Services Representative II positions to five (5) Medical Unit Clerk positions to correct the overfilling of positions.

OTHER AGENCY INVOLVEMENT:

The Monterey County Office of County Counsel has reviewed this recommendation.

FINANCING:

The salary and benefits increased costs for the current positions (4.0 FTE filled/1.0 FTE vacant) budgeted for the remainder of Fiscal Year 2024-25 is approximately \$27,434 and then \$31,013 annually thereafter. The funding for personnel costs is provided by Natividad Medical Center's enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. Funding will be provided from NMC's Enterprise Fund 451-9600-6111.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

☐ Economic Development
☒ Administration
☐ Health & Human Services
☐ Infrastructure
☐ Public Safety

Prepared by: Janine Bouyea, Hospital Assistant Administrator, (831) 783-2701

Approved by: Dr. Charles Harris, Hospital Chief Executive Officer, (831) 783-2553

Attachments:

Attachment A

Resolution

Charles R Harris

Charles R. Harris, M.D., Chief Executive Officer

8/02/2024

Date