



# Monterey County

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## Board Report

Legistar File Number: RES 15-057

June 09, 2015

Introduced: 5/20/2015

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt Resolution to:

- a. Approve and Amend the Personnel Policies and Practices Resolution No. 98-394 to Add the New Classification of Speech Pathologist at Natividad Medical Center (with the attached wage range); and
- b. Direct the Human Resources Department to Implement the Changes in the Advantage HRM System.

### **..Report**

#### RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Adopt Resolution to Approve and Amend the Personnel Policies and Practices Resolution No. 98-394 to Add the New Classification of Speech Pathologist at Natividad Medical Center (with the attached wage range); and
- b. Direct the Human Resources Department to Implement the Changes in the Advantage HRM System.

#### SUMMARY:

Natividad Medical Center recommends the creation of a classification titled Speech Pathologist with the attached salary range. The duties of a Speech Pathologist are currently being performed by contract staff at Natividad Medical Center.

#### DISCUSSION:

The proposed Speech Pathologist classification at Natividad Medical Center will be responsible for providing professional speech pathology diagnostic and treatment services to assist patients with communication, voice and swallowing disorders of inpatients and outpatients in a hospital setting. They will be responsible for developing, implementing and documenting treatment plans and goals designed to meet patient needs including the special population of Neonatal Intensive Care infants and pediatric patients.

The proposed salary recommendation listed below is based on an external wage comparison conducted by NMC, which includes comparable Counties with medical facilities.

Class Code	Classification Title	Minimum	Maximum	Minimum	Maximum
		Hourly	Hourly	Monthly	Monthly
50G41	Speech Pathologist	\$30.893	\$42.170	\$5,355	\$7,309

The creation of this classification will support Natividad Medical Center's ongoing efforts to improve patient outcomes, and reduce the use of contract staff within Natividad Medical

Center. Therefore, it is recommended that the Board approve this action.

OTHER AGENCY INVOLVEMENT:

The classification study conducted by NMC was reviewed by the Monterey County Human Resources Department. Modifications to the Unit H Memorandum of Understanding between the County of Monterey and SEIU-Local 521 will be needed upon approval of this new classification. Monterey County Human Resources/Labor Relations staff has been notified and NMC has been advised that negotiations will occur after approval by the Board of Supervisors.

FINANCING:

The creation of this new classification has no financial impact to the Natividad Medical Center Budget (Unit 9600) for FY 2014-15. Funds for 3.0 FTE Speech Pathologists (approximately \$363,134 in annual salary and benefits costs) were included in the Natividad Medical Center Budget (Unit 9600) for FY 2015-16. This action has no impact on the General Fund.

Prepared by:

Approved by:

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Janine Bouyea  
NMC Human Resources Administrator

Gary Gray, DO  
NMC Interim Chief Executive Officer

Attachment: Resolution

  
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Gary Gray DO, Interim Chief Executive Officer

  
\_\_\_\_\_  
Date