



Monterey County Board of Supervisors

168 West Alisal Street,
1st Floor
Salinas, CA 93901
831.755.5066

Board Order

Upon motion of Supervisor Parker, seconded by Supervisor Salinas and carried by those members present, the Board of Supervisors hereby:

Adopted Resolution 17-095 to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A and B to add the new non-represented Unit U classifications of: Colon & Rectal Surgeon, Neurosurgeon, Trauma Surgeon, and Vascular Surgeon with salary ranges as indicated in the attached resolution;
- b. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A 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);
- c. Amend Personnel Policies and Practices Resolution No. 98-394 to add Section A.1.7: Physician Salary Rates, as indicated in the attached resolution; and
- d. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this 21st day of March 2017, by the following vote, to wit:

AYES: Supervisors Alejo, Phillips, Salinas, Parker and Adams
NOES: None
ABSENT: None

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 80 for the meeting on March 21, 2017.

Dated: March 31, 2017
File ID: RES 16-1105

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

By *Danielle Hancock*
Deputy

Before the Board of Supervisors in and for the County of Monterey, State of California

PPPR Control No. 17-003
HRM Control No. 17-003

Adopt Resolution 17-095:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A and B to add the new non-represented Unit U classifications of: Colon & Rectal Surgeon, Neurosurgeon, Trauma Surgeon, and Vascular Surgeon with salary ranges as indicated below;
b. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A 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);
c. Amend Personnel Policies and Practices Resolution No. 98-394 to add Section A.1.7: Physician Salary Rates, as indicated below; and
d. Direct the Human Resources Department to implement the changes in the Advantage HRM System.....

WHEREAS, Natividad Medical Center (NMC) & the County of Monterey currently employs physicians in various general specialties using a single classification of Contract Physician; and

WHEREAS, NMC has a need to employ physicians in additional surgical specialties that are highly specific and compensated at higher salary ranges than general physicians and surgeons; and

WHEREAS, NMC recommends that the new classifications of Colon & Rectal Surgeon, Neurosurgeon, Trauma Surgeon, and Vascular Surgeon be created with salary ranges as indicated below, to allow the hospital to recruit and retain highly qualified surgeons to fulfill these roles; and

WHEREAS, NMC recommends that the salary range for the current classification of Contract Physician be adjusted as indicated below for physicians in general surgery and other general medical specialties not mentioned above, to allow the hospital & the County of Monterey to recruit and retain highly qualified physicians to fulfill these roles; and

WHEREAS, NMC recommends amending the Personnel Policies and Practices Resolution No. 98-394 to add Section A.1.7: Physician Salary Rates to establish a standard procedure with regards to establishing an annual base salary amount for a new physician being hired into a hospital specialty physician classification; and

WHEREAS, these actions require the Personnel Policies and Practices Resolution No. 98-394 Appendix A and B to be amended; NOW, THEREFORE,

BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

- a. Appendix A and Appendix B of the Personnel Policies and Practices Resolution No. 98-394 are amended to add the new non-represented Unit U classifications of: Colon & Rectal Surgeon, Neurosurgeon, Trauma Surgeon, and Vascular Surgeon with salary ranges as indicated below:

Classification Title: COLON & RECTAL SURGEON (New Classification)							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						
\$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*
Hourly, Bi-Weekly and Monthly Pay Rates												
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*
Hourly, Bi-Weekly and Monthly Pay Rates												
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						

<u>Classification Title: VASCULAR SURGEON (New Classification)</u>							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);

<u>Classification Title: CONTRACT PHYSICIAN (Salary Range Adjustment Only)</u>							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						\$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 upon motion of Supervisor Parker, seconded by Supervisor Salinas and carried this 21st day of March 2017, by the following vote, to wit:

AYES: Supervisors Alejo, Phillips, Salinas, Parker and Adams
NOES: None
ABSENT: None

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 80 for the meeting on March 21, 2017.

Dated: March 31, 2017
File Number: RES 16-1105

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By Denise Hancock
Deputy