

*Before the Board of Supervisors
County of Monterey, State of California*

Resolution No.: 24-338

PPPR Control No. 24-032)

HRM Control No. 24-032)

Adopt a Resolution to:

- a) Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394)
Appendices A and B to create the classification of Clinical Informatics)
Manager with the salary range as indicated below effective September 21,)
2024;)
- b) Amend the FY 2024-25 Natividad Medical Center Adopted Budget (Fund)
451-Dept. 9600-Unit 8351-Appropriation Unit NMC001) to reallocate one)
(1) Nursing Services Unit Manager to one (1) Clinical Informatics Manager)
position as indicated below effective September 21, 2024;)
- c) Direct the Human Resources Department to implement the changes in the)
Advantage Human Resources Management (HRM) System.)

WHEREAS, Natividad Medical Center (NMC) administration staff recently conducted a classification study to determine if there is sufficient market data to help support the creation of a manager classification of Clinical Informatics Manager; and

WHEREAS, the study found that there was sufficient market data available to support the creation of a manager level classification of Clinical Informatics Manager; and

WHEREAS, to establish a salary for the new classification, NMC completed an external base wage compensation analysis and found there were three (3) matches within the County's six (6) hospital comparable agencies; and

WHEREAS, NMC recommends the reallocation of one vacant Nursing Services Unit Manager position to a Clinical Informatics Manager position;

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

1. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B are amended to create the classification of Clinical Informatics Manager as indicated below effective September 21, 2024:

| | | | | | | | | | | | | |
|---|------------|------------|------------|------------|------------|------------|---------------|---------|-------------|------|----|---------------|
| <u>Classification Title:</u> Clinical Informatics Manager | | | | | | | 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 | | | | | | |
| \$76.763 | \$80.985 | \$85.439 | \$90.138 | \$95.095 | \$99.850 | \$104.842 | 52A35 | 10 | P | 9043 | X | Exempt |
| \$6,141.04 | \$6,478.78 | \$6,835.09 | \$7,211.00 | \$7,607.58 | \$7,987.96 | \$8,387.36 | | | | | | |
| \$13,306 | \$14,037 | \$14,809 | \$15,624 | \$16,483 | \$17,307 | \$18,173 | | | | | | |

*provided for information purposes only

2. The FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8351-Appropriation Unit NMC001) is amended to reallocate one (1) position from Nursing Services Unit Manager to Clinical Informatics Manager position as indicated below effective September 21, 2024:

| Class Code | Position Title | Position Number | Position Increase/ (Decrease) | Revised Total FTE by Title |
|---------------|-------------------------------|--------------------|----------------------------------|-------------------------------|
| 52A92 | Nursing Services Unit Manager | 0003 | (1.0) | 1.0 |
| 52A35 | Clinical Informatics Manager | 0001 | 1.0 | 1.0 |

3. The Human Resources Department is directed to implement the changes in the Advantage Human Resources Management System.

PASSED AND ADOPTED on this 24th day of September 2024, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, Askew, and Adams

NOES: None

ABSENT: None

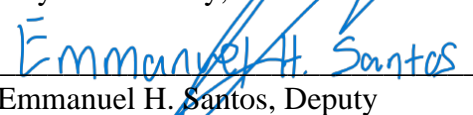
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on September 24, 2024.

Dated: September 25, 2024

File ID: RES 24-154

Agenda Item No. 24

Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California


Emmanuel H. Santos, Deputy