

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

**Resolution No.: 23-365**

PPPR Control No. 23-044 )  
HRM Control No. 23-038 )

Adopt Resolution to: )

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A and B to reestablish the Urologist classification with the salary range and bargaining unit designation as indicated below, retroactive to September 9, 2023; )
- b. Amend the Natividad Medical Center FY 2023-24 Adopted Budget Unit 9600-8309 - Fund 451 -Appropriation Unit NMC001 to reallocate one (1.0 FTE) Trauma Surgeon to one (1.0 FTE) Urologist as indicated below; )
- c. Amend Personnel Policies and Practices Resolution No. 98-394 to modify Section A.1.7 Physician Salary Rates, as indicated below; and )
- d. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System. )

**WHEREAS**, in 2020, the Human Resources Department collaborated with County departments to conduct a review of the classifications and salary tables to determine if there are classifications that no longer meet the needs of the County. As part of this process, the Human Resources Department collaborated with all County departments resulting in a list of classifications and associated salary ranges that were abolished by the Board of Supervisors on August 18, 2020, which included the classification of Urologist; and

**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**, it is recommended to reestablish the classification of Urologist with a broad salary range as indicated below; and

**WHEREAS**, it is recommended to allocate one (1.0 FTE) vacant Trauma Surgeon to one (1.0 FTE) Urologist; and

**WHEREAS**, these actions require the Personnel Policies and Practices Resolution No. 98-394 to be amended;

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

- a. Personnel Policies and Practices Resolution No. 98-394 Appendix A and B is amended to reestablish the Urologist classification with the salary range and bargaining unit designation as indicated below, retroactive to September 9, 2023:

Classification Title: UROLOGIST							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						
\$241,830						\$330,288	TBD	9	P	9043	U	Exempt
\$19,346.36						\$26,423.04						
\$41,917						\$57,250						

- b. The 2023-24 Natividad Medical Center Adopted Budget Unit 9600-8309 – Fund 451 – Appropriation Unit NMC001 is amended to reallocate one (1.0 FTE) Trauma Surgeon to one (1.0 FTE) Urologist as indicated below:

From/To	Class Code	Position Title	Position Number	Position Increase/ (Decrease)	Revised Total FTE by Title
From	54B16	Trauma Surgeon	0003	(1.0)	2.0
To	TBD	Urologist	0001	1.0	1.0

- c. Personnel Policies and Practices Resolution No. 98-394 Section A.1.7: Physician Salary Rates is amended 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  
 Urologist  
 Vascular Surgeon

The Natividad Medical Center Chief Executive Officer may offer a base salary (salary before benefits) up to the 50<sup>th</sup> 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 50<sup>th</sup> percentile.

In determining the appropriateness of placing an employee above the 50<sup>th</sup> 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. *Added 2/28/17 Revised 08/26/2023*

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

PASSED AND ADOPTED on this 19<sup>th</sup> day of September 2023, by roll call vote:

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

NOES: None

ABSENT: None

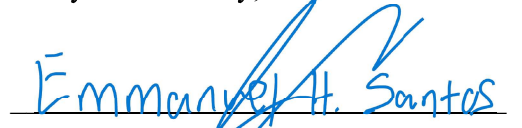
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting September 19, 2023.

Dated: September 21, 2023

File ID: RES 23-164

Agenda Item No.: 21

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

  
Emmanuel H. Santos, Deputy