



Legislation Details (With Board Report)

**File #:** RES 15-013      **Name:** Hospital Chief Medical Officer Salary Range Increase

**Type:** BoS Resolution      **Status:** Passed

**File created:** 2/6/2015      **In control:** Board of Supervisors

**On agenda:** 2/10/2015      **Final action:** 2/10/2015

**Title:** Adopt Resolution to:  
a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to increase the salary range of the Hospital Chief Medical Officer classification as indicated in the attached Resolution; and  
b. Authorize the Human Resources Department to implement the change in the Advantage HRM System and the Auditor-Controller to make retroactive payment. (ADDED VIA ADDENDUM)

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Report, 2. BoS Resolution\_NMC-CMO\_Salary Range Increase\_02-10-15.pdf, 3. Completed Board Order & Resolution

Date	Ver.	Action By	Action	Result
2/10/2015	1	Board of Supervisors	adopted	Pass

Adopt Resolution to:  
a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to increase the salary range of the Hospital Chief Medical Officer classification as indicated in the attached Resolution; and  
b. Authorize the Human Resources Department to implement the change in the Advantage HRM System and the Auditor-Controller to make retroactive payment. (ADDED VIA ADDENDUM)

RECOMMENDATION:

It is recommended that the Board of Supervisors:  
a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to increase the salary range of the Hospital Chief Medical Officer classification as indicated in the attached Resolution; and  
b. Authorize the Human Resources Department to implement the change in the Advantage HRM System and the Auditor-Controller to make retroactive payment.

SUMMARY / DISCUSSION:

On December 16, 2014 the Board of Supervisors approved Employment Agreement Amendment No. 4 with Hospital Chief Medical Officer Dr. Gary Gray. The approved base pay compensation within the agreement now exceeds the current salary range for the Hospital Chief Medical Officer.

In order to effectuate the change in compensation, the Personnel Policies and Practices Resolution No. 98-394 Appendix A needs to be amended to reflect the increase in the salary range.

OTHER AGENCY INVOLVEMENT:

County Counsel concurs with this recommendation.

FINANCING:

Costs associated for the increase in salary are included within the NMC budget.

Prepared by: Kim Moore, Assistant Director of Human Resources, 755-5353

Approved by: James May, Director of Human Resources, 755-5129

Attachments:

Resolution