



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: 09-922, Version: 1

COMPLETED BOARD ORDER 14

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

Budget No: 09/10-010; Resolution No: 09-355

a. Approve and amend Personnel Policies and Practices Resolution No.

98-394 to adjust the salary range for the following classifications at

Natividad Medical Center: Director of Cardiopulmonary Services and
Clinical Laboratory Manager; and

b. Direct and authorize the Auditor-Controller to incorporate approved
changes in the Fiscal Year 2009-10 adopted budget.

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

a. Approved and amended Personnel Policies and Practices Resolution No. 98-394 to adjust the
salary range for the following classifications at Natividad Medical Center:

Classification Title: Director of Cardiopulmonary Services Class Code: 50P80

Hourly, Bi- Weekly and Monthly Pay Rates

Step 1

\$47,857

\$3,828.58

\$8,295

Step 2

Step 3

\$50,482 \$53,251

\$4,038.58 \$4,260.11

\$8,750 \$9,230

Step 4

\$56,172

\$4,493.79

\$9,737

Step 5

\$59,254

\$4,740.28

\$10,271

Step 6

\$62,216

\$4,977.30

\$10,784

Step 7

\$65,327

\$5,226.16

\$11,323

Classification Title: Clinical Laboratory Manager Class Code: 50D80

Hourly, Bi-Weekly and Monthly Pay Rates

Step 1

\$52,033

\$4,162.63

\$9,019

Step 2

Step 3

\$54,887 \$57,898

\$4,390.96 \$4,631.82

\$9,514 \$10,036

Step 4

\$61,074

\$4,885.89

\$10,586
Step 5
\$64.424
\$5,153.89
\$11,167
Step 6
\$67.645
\$5,411.58
\$11,725
Step 7
\$71.027
\$5,682.16
\$12,311

b. Directed and authorized the Auditor-Controller to incorporate approved changes in the Fiscal Year 2009-10 adopted budget.

PASSED AND ADOPTED this 21st day of July, 2009, by the following vote, to wit:

AYES: Supervisors Armenta, Salinas, Calcagno, Parker

NOES: None

ABSENT: Supervisor Potter

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 75 for the meeting on July 21, 2009.

Dated: July 22, 2009 Gail T. Borkowski, Clerk of the Board of Supervisors

County of Monterey, State of California

By
Deputy

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FO74555-U03
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7/13/2009-U011
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SIGNED BOARD REPORTX MONTEREY COUNTY BOARD OF SUPERVISORS
MEETING: July 21, 2009 AGENDA NO.: 14

SUBJECT: a) Approve and Amend Personnel Policies and Practices Resolution No. 98-394 to Adjust the Salary Range for the Following Classifications at Natividad Medical Center: Director of Cardiopulmonary Services and Clinical Laboratory Manager; and
b) Direct and Authorize the Auditor-Controller to Incorporate Approved Changes in the FY 2009-10 Adopted Budget.

DEPARTMENT: Natividad Medical Center

RECOMMENDATION:

It is recommended that the Board of Supervisors take the following action:
a) Approve and Amend Personnel Policies and Practices Resolution No. 98-394 to Adjust the Salary Range for the Following Classifications at Natividad Medical Center:

Classification Class

Code Current

Monthly Salary Proposed

Monthly Salary

Director of Cardiopulmonary Services 50P80 \$6,744 \$9,205 \$8,295 \$11,323

Clinical Laboratory Manager 50D80 \$7,523 \$10,269 \$9,019 \$12,311

b) Direct and Authorize the Auditor-Controller to Incorporate Approved Changes in the FY 2009-10 Adopted Budget.

SUMMARY:

Natividad Medical Center (NMC) recommends an adjustment to the salary ranges for the above listed classifications to maintain internal equity within each of the respective hospital departments.

DISCUSSION:

NMC is recommending that the salary ranges for the above listed classifications be adjusted to market in accordance with the NMC Compensation Philosophy previously approved by the Monterey County Board of Supervisors. Certain represented classifications within each of these hospital-specific departments, via a Side Letter between the County of Monterey and SEIU Local 521, were adjusted to the 85th percentile of the 2007 California Hospital Association (CHA) Compensation Report. NMC recommends adjusting the above listed manager-level classifications to market in order to maintain internal equity within the respective hospital departments, as the recent adjustment to subordinate staff has resulted in a compaction issue. The positions listed above should be adjusted to the 85th percentile of the 2007 California Hospital Association (CHA) Compensation Report, as the spread between the senior or supervising level in the department and the Department Manager has dropped to between 4%-17%. The County guidelines suggest that a

difference between the highest level supervisor and the entry level manager be at least 20% 30%.

OTHER AGENCY INVOLVEMENT:

This action has been reviewed by the Monterey County Human Resources & Budget Divisions.

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SIGNED BOARD REPORTX◆◆◆FINANCING:

This action equates to an annualized amount of \$60,007 in salary and benefits costs that are included in the Natividad Medical Center Recommended Budget for FY 2009-10. This action will not require any additional General Fund. subsidy.

Prepared by: Approved by:

Carrie Ramirez, Senior Personnel Analyst
Natividad Medical Center Harry Weis, CEO

Natividad Medical Center

Dated: June 5, 2009

Attachments: Board Order

cc: Michael Miller, Auditor-Controller

Keith Honda, Assistant County Administrative Officer

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