



County of Monterey

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

Board Report

File #: 16-753, Version: 1

Adopt Resolution to:

- a. Amend the Monterey County Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A to Create the Classification of Patient Transporter as Indicated in the Attached Resolution;
- b. Amend the Natividad Medical Center (Unit 9600) FY 2016-17 Adopted Budget to Approve Reallocation/Reclassification as Indicated by Position Numbers in the Attached Resolution, effective the pay period beginning July 9, 2016;
- c. Authorize the Auditor-Controller to Incorporate the Approved Changes in the Natividad Medical Center (Unit 9600) FY 2016-17 Adopted Budget;
- d. Direct the County Administrative Office to Incorporate the New Classification and Approved Position Changes in the Natividad Medical Center (Unit 9600) FY 2016-17 Adopted Budget; and
- e. Direct the Human Resources Department to Implement the Changes in the Advantage HRM System.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Adopt Resolution to:

- a. Amend the Monterey County Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A to Create the Classification of Patient Transporter as Indicated in the Attached Resolution;
- b. Amend the Natividad Medical Center (Unit 9600) FY 2016-17 Adopted Budget to Approve Reallocation/Reclassification as Indicated by Position Numbers in the Attached Resolution, effective the pay period beginning July 9, 2016;
- c. Authorize the Auditor-Controller to Incorporate the Approved Changes in the Natividad Medical Center (Unit 9600) FY 2016-17 Adopted Budget;
- d. Direct the County Administrative Office to Incorporate the New Classification and Approved Position Changes in the Natividad Medical Center (Unit 9600) FY 2016-17 Adopted Budget; and
- e. Direct the Human Resources Department to Implement the Changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

After receiving the designation of a Level II Trauma Center, the departments within Natividad Medical Center (NMC) have experienced an increase in the need for skilled clinical staff to focus their skills on providing direct patient care. Naturally with the influx of patients, the transferring of patients between departments for tests, as well as departmental admission transfers, have increased. This increase has led to the need for staff that is dedicated solely to ensuring that patient transfers are handled as safely and efficiently as possible.

The Patient Transportation Department at NMC will be responsible for the safe and efficient transferring of patients throughout the facility so that skilled and professional staff can focus on providing medical care as efficiently and effectively as is possible.

A classification study was requested by the NMC Human Resources Administrator after the designation of a

Level II Trauma Center was given to create an appropriate classification and reclassify the current incumbents performing transporting duties.

In addition to creating a specification, the NMC Human Resources Department collected base salary data in order to assess the proposed compensation level for the classification included in the study. The salary recommendation is based on compensation levels in comparable Counties with hospital facilities, as identified by the County of Monterey Human Resources Department.

For these reasons, it is recommended that your Board approve these actions.

OTHER AGENCY INVOLVEMENT:

The Monterey County Human Resources Department has reviewed the class study and recommendation. SEIU -Local 521 has reviewed this recommendation.

FINANCING:

The annualized impact as a result of this action to the Natividad Medical Center (Unit 9600) FY 2016-17 Adopted Budget is \$8,347.00. This action does not impact the General Fund.

Prepared by: Janine Bouyea, NMC HR Administrator, (831) 783-2701

Approved by: Gary Gray, D.O., Hospital Chief Executive Officer, (831) 783-2553

Attachments: Resolution