



County of Monterey

Item No.

Board Report

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

Legistar File Number: RES 25-120

August 19, 2025

Introduced: 7/23/2025

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to abolish the classification of: Medical Librarian as indicated in Attachment A effective August 9, 2025; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

RECOMMENDATION:

It is recommended that the Board of Supervisors consider adopting a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to abolish the classification of: Medical Librarian as indicated in Attachment A effective August 9, 2025; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:

Natividad Medical Center (NMC) has not utilized any allocation in the hospital specific classification of Medical Librarian since 2021. NMC recommends that the classification of Medical Librarian be abolished as it no longer meets the needs of the County. There are currently no incumbents assigned to the Medical Librarian classification. NMC is seeking consideration from the Board of Supervisors to abolish the classification of Medical Librarian as indicated in Attachment A, effective August 9, 2025.

OTHER AGENCY INVOLVEMENT:

The Monterey County Office of County Counsel has reviewed this recommendation. In addition, the County Employee Management Association (CEMA) has been provided notice of this recommendation.

FINANCING:

There are no salary and benefits costs associated with this action for NMC's Enterprise Fund 451-9600-6111. This action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives

in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

☐ Economic Development
☒ Administration
☐ Health & Human Services
☐ Infrastructure
☐ Public Safety

Prepared by: Janine Bouyea, Hospital Assistant Administrator, (831) 783-2701

Approved by: Dr. Charles Harris, Hospital Chief Executive Officer, (831) 783-2553

Attachments:

Attachment A

Resolution