



Natividad
MEDICAL CENTER

**Board of Trustees
2018**

March 2, 2018

NMC Board of Trustees Meeting

Friday, March 2, 2018

9:00 AM

Natividad Room

1st Floor, Building 200

1441 Constitution Blvd.

AGENDA

Members of the Natividad Medical Center Board of Trustees are appointed by the Monterey County Board of Supervisors. Membership and terms of office are established by the Natividad Medical Center Bylaws.

1. **Pledge of Allegiance**
2. **Agenda Additions/Corrections** *Page 1-5 – Board Clerk*
3. **Minutes**
 - Approve the Minutes of February 2, 2018 *Page 6- 14*
4. **Board Comments**
5. **Public Comments (Limited up to 3 minutes per speaker at the discretion of the Chair)**

This portion of the meeting is reserved for persons to address the Board on any matter not on this agenda but under the jurisdiction of the Board of Trustees. Board members may respond briefly to statements made or questions posed. They may ask a question for clarification; make a referral to staff for factual information, or request staff to report back to the Board at a future meeting.
6. **Consent Calendar**

Approve the following policies, procedures, rules, and regulations:

 6. a. Policies/Procedures/Forms/Manuals (listed and available upon request)
 - Policies with no changes:**
 - 3:1050 Guidelines for Hypertonic Saline (3% & 23.4% Sodium Chloride Use
 - 3:2150 Pain Management Obstetrical Patient
 - 5:0950 Payroll Policies – Tardiness
 - ARU-0009 Lippincott “Nursing Procedures and Skills”
 - ARU-0019 Continuum of Services
 - ARU-0047 Dysphagia Program
 - ARU-0048 Home Evaluation
 - ARU-0049 Therapeutic Recreation – Leisure Activities
 - ARU-0050 Community Reintegration
 - ARU-0051 Therapeutic Pass

ARU-0052 Therapeutic Pass Assessment
ARU-0053 Behavior Management of Patient's with Agitation
ARU-0054 Behavioral Intervention
ARU-0055 Patient Family Education
ARU-0056 Weekend Therapy
ARU-0057 Family Conferences
ARU-0058 Social Work-Case Coordinator Services
ARU-0059 Insurance Management Services
ARU-0060 Patient Family Support Group
ARU-0061 Patient Planning Feedback Process
ARU-0062 Sexuality Program
ARU-0063 Spirituality Program
ARU-0064 AMA Discharge
ARU-0065 Discharge Criteria
ARU-0066 Discharge Planning
ARU-0067 Plan for Continued Care
ARU-0068 Elopement
ARU-0069 Staff Composition
ARU-0070 Staff Orientation
CARD-0020 Asthma Education Program
CARD-0023 Safe Medication Administration Practices
CARD-0024 Tracheostomy Tube Cannula & Stoma Care
CARD-0025 Oronasopharyngeal Suctioning
CARD-0026 Aerosol Therapy (Bland Aerosol Treatment)
CARD-0027 Cough Therapy, Directed, Respiratory Therapy
CARD-0028 Non-Invasive Positive pressure Ventilation (CPAP)
CARD-0029 Cardiopulmonary Resuscitation (CPR)
CARD-0030 Chest Physiotherapy (CPT)
CARD-0031 Nebulizer Therapy
CARD-0032 End-Tidal Carbon Dioxide (ETCO₂) Monitoring
CARD-0033 Endotracheal Tube Repositioning
CARD-0034 Mechanical Ventilation Weaning
CARD-0035 Endotracheal Tube Removal
CARD-0037 Intermittent Positive pressure Breathing (IPPB)
CARD-0038 Intubation with Direct Visualization
CARD-0039 Mechanical Ventilation
OPST-5003 Inpatient Pediatric Therapy Services Referral
SUP-2200 EVS Hand Hygiene – CDC Guidelines

Policies with minor changes:

1:2300 Patient Non-discrimination and Uniformity of Care
3:1200 IV Compounding
3:3350 High Risk and High Alert Medications
3:7850 Reconciliation of Medications
3:7880 Emergency Medication Kits

CARD-0018 Administration of Routine Therapy
CARD-0021 Arterial Puncture for Blood Gas Analysis
CARD-0022 Sputum Collection by Expectoration
CARD-0036 Bronchoscopy Assisting
CARD-0040 Procedure for Ventilator Standby, Set-up, & Avail.
NUR-6610 Newborn Standardized Procedure for Administration of Vitamin K and
Erythromycin
NUR-6515 Breastfeeding Establishment and Maintenance

Policies with major changes:

1:9305 Trauma Team Member Roles & Responsibilities
5:0850 Sanction Screening
5:2500 Educational Leave
NUR-6600 Newborn Care

New Policies:

3:7830 ICU RSI Kit Controlled Substance Security and Control
3:9610 Alternative Medication Administration

Retiring Policies:

NONE

Additions to formulary:

Addition to Formulary: Paragard
Formulary Restriction Changes 2018
Changes to Alaris Pump Drug Dictionary: January 2018

Order Sets

OB ANES Postop C-Section
OB Antepartum Bleeding
OB Hyperemesis Nausea Vomiting
OB Induction Fetal Demise
OB Labor Admission
OB Magnesium Sulfate
OB Oxytocin Induction Augmentation
OB Postpartum Vaginal
OB Preeclampsia LDU
OB Preeclampsia MIU
OB PreOp Cesarean Section
OB PreOp Major Gyn Surgery
OB Preterm Premature Rupture
ICU CRRT
ICU IMC DKA Verbiage
MED Hemodialysis
MED Non-ST Elevation Acute Coronary Syndrome
SURG Ortho PostOp Admission
SURG Ortho PostOp Hip Replacement
SURG Ortho PostOp Knee Replacement
SURG Ortho PostOp Spine

ED Adult Overdose
ED Trauma
SURG General Surgical Admission
SURG General PostOp Admission

7. * **Approve for Submission to the Monterey County Board of Supervisors the Following Amendment to the PPPR No. 98-394, which is in the final stages of negotiation** *Page 15-18*
 - a. Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges, as indicated in the attached resolution, for the classifications of: Nuclear Medicine Technologist, Radiologic Technologist, and Senior Radiologic Technologist; and
 - b. Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM system.
8. * **Approve for Submission to the Monterey County Board of Supervisors the Following Amendment to PPPR No. 98-394, which is in the final stages of negotiation** *Page 19-22*
 - a. Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges, as indicated in the attached resolution, for the classifications of: Cardiopulmonary Technician II, Senior Cardiopulmonary Technician, and Supervising Cardiopulmonary Technician; and
 - b. Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to abolish the classification of: Cardiopulmonary Technician I, as indicated in the attached resolution; and
 - c. Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM system.
9. * **Approve for Submission to the Monterey County Board of Supervisors the Following Amendment to PPPR No. 98-394, which is in the final stages of negotiation** *Page 23-26*
 - a. Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges, as indicated in the attached resolution, for the classifications of: Hospital Environmental Services Aide, Hospital Senior Environmental Services Aide and Hospital Supervising Environmental Services Aide; and
 - b. Direct the Monterey County Human Resources Department to Implement the Changes in the Advantage HRM System.
10. **Accept Oral Reports from NMC Chief Financial Officer** - *Daniel Leon, CFO*
 - January 2018 YTD Financial Report
11. **Receive Oral Report from NMC Chief Executive Officer** - *Dr. Gary R. Gray, CEO*
12. **Receive Oral Report from Chief Nursing Officer** – *Nancy Buscher, CNO*
13. **Receive Oral Report from Chief of Staff** – *Dr. Walt Mills, COS*

14. **Accept an Oral Report from Governance Committee – Fernando Elizondo, Chair**
Recommend appointment of Board of Trustee member to sit on the Natividad Foundation Board.
15. **Recess to Closed Session under Government Code Section 54950**
 - a. Pursuant to Health and Safety Code Section 1461, Evidence Code Section 1157, and in accordance with Government Code Section 54954.5, the Board will receive: Medical Quality Assurance Reports *Dr. Craig Walls, CMO*
16. **Reconvene into Open Session for Closed Session Report – The BOT will announce any reportable action taken in Closed Session.**
17. *** Accept and approve February 2018 Credentials Report from Medical Staff Office relating to appointment of medical staff and allied health professionals. Page 26-27**

Adjournment

**Next Board of Trustees Meeting
Friday, April 6, 2018
9:00 AM
Natividad Room
1st Floor, Building 200**



NMC Board of Trustees Meeting

Friday, February 02, 2018

9:00 AM

Natividad Room

1st Floor, Building 200

1441 Constitution Blvd.

MINUTES

Board of Trustees: Dr. Gary Gray, Mike Payne, Fernando Elizondo, Lew Bauman, Britt Rios-Ellis
Dr. Walt Mills, Supervisor Simon Salinas, Marcia Atkinson

Absent: Mitch Winick

NMC Staff/County: Stacy Saetta, Daniel Leon, Dr. Craig Walls, Andrea Rosenberg, Nancy Buscher,
Janine Bouyea, Dr. Harris, Ari Entin, Jeanne Ann Balza, Dr. Ramos, Carol
Adams, Jennifer Williams,

1. **Pledge of Allegiance**

2. **Agenda Additions/Corrections** – Board Clerk

- a. Approve the agenda for February 2, 2018, with the removal of policy number MSP005-1, item number 12, and a correction to item number 16 section a (should read (“not to exceed”) to the posted agenda.

MOTION: Motion to accept and approve with the noted corrections the agenda for February 2, 2018, BOT meeting by Supervisor Simon Salinas, seconded by Dr. Gary Gray.

A. Remove – Policy MSP005-1 Medical Staff Peer Review Policy

B. Remove – Item #12- Carefusion Solutions, LLC

C. Correction – Item # 16, section a. should read “not to exceed”

3. **Minutes**

- a. Approve the Minutes of November 3, 2017.

MOTION: Motion to approve minutes of the November 3, 2017 BOT meeting by Supervisor Simon Salinas, seconded by Dr. Gary Gray.

4. **Board Comment**

- a. NONE

5. Public Comments (Limited up to 3 minutes per speaker at the discretion of the Chair)

a. NONE

6. Consent Calendar

6a. Policies/Procedures/Forms/Manuals

Policies with no changes:

IR-1515 Lead Apron and Shielding
IR-1520 Phantom protocol for GE Inova
NUR-6988 NICU: Transport Training
NUR-7306 Transesophageal Echo (TEE)
NUR-7401 Endoscope Reprocessing
NUR-7402 Endoscopic Procedures

Policies with minor changes:

1:0021 Physician Advisor Referral Process
1:0023 Emergency Department Case Management
1:0024 Case Management Evaluation
1:0025 Referral Policy for Post Discharge Services/Care
1:0040 Acute Administrative Day Status
1:3015 Vital Signs, Weights and Measures of Peds Patients
1:3781 Treatment of OB patients in Trauma
3:3375 Guidelines for Argatroban Use in the Mgmt. of HIT
3:3900 Drug-Food Interactions
3:7950 Medication Transport – Authorized Personnel
CARD-0013 Patient Care Documentation
CARD-0014 Medical Mgmt. of Respiratory Patients
CARD-0015 Ordering Therapy
CARD-0016 Verbal and Telephone Orders
CARD-0017 Administration of Respiratory Care Medications
CARD-0019 Shift Reporting in Respiratory Care
IC-090 Infection Control Program
IC-100 The Infection Control Program
IC-330 Bloodborne Pathogens Exposure Control Plan
IR-1522 Roles & Responsibilities – Opening & Closing for IR
~~MSP005-1 Medical Staff Peer Review Policy~~
NUR-6170 Vaginal Birth after Cesarean
NUR-6528 Newborn (≥ 35 weeks) Eval of Early Onset Sepsis

NUR-6982 Retinopathy of Prematurity
 NUR-7030 Community Pediatric Unit General Policy
 NUR-7209 Disinfection Procedure for Endoscopes
 OPST-5001 Therapy Assessment & Treatment of Peds Pts.
 OPST-5004 Neonatal Intensive Care Unit Therapy Referrals
 OPST-5006 Behavioral Mgmt. of Peds Pts. During Treatment
 OPST-5008 PT Staff Qualifications, Supervisory Requirements, & Development for
 Peds & Neonatal Physical Therapists
 OPST-5009 OT Staff Qualifications, Supervisory Requirements, & Development for
 Peds & Neonatal OT
 OPST-5100 Hot Pack/Hydrocollator/Thermalator Tx & Cleaning
 OPST-5101 Paraffin Treatment & Cleaning
 PED-7088 IV Therapy

Policies with major changes:

1:1851 Breastfeeding Promotion and Support within All Hospital Depts.
 1:2300 Patients' Right to Non-Discriminatory Treatment
 3:7860 Controlled Med Reconciliation – Anesthesiology
 IR-1510 Housekeeping for Interventional Radiology Trailer
 NUR-6970 Pain Assessment and Management - Neonatal

New Policies:

1:3111 Adult Tube Feeding Administration at Natividad Medical Center
 ED-1260 Patient Discharge
 ED-1270 Elopement Process
 ED-1280 Fire Safety Policy
 ICU-2025 Guidelines for Proning Therapy Utilizing the RotoProne Bed
 MSP001-16 (formerly IDP 1:3010) Medical Clearance of Patients with Psychiatric
 Complaints in the Emergency Department

Retiring Policies:

3:8100 Formulary Definitions
 ICU-2010 Enteral Feeding
 NUR-6670 Seizure Management

Additions to formulary:

Sugammadex (Bridion)
 Porfactant (Curosurf)

Consent Items have been reviewed and approved by the Finance Committee for Discussion and approval by the Board of Trustees for submission to the Monterey County Board of Supervisors.

6b. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with UCSF, Department of Pediatrics, 4th Amendment, which is in the final stages of negotiation,

- a. Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute the Fourth Amendment to the Professional Services Agreement (A-11514) with The

Regents of the University of California on behalf of the University of California, San Francisco, School of Medicine, Department of Pediatrics (UCSF) to provide neonatology services at NMC, extending the term by twenty-five months (March 1, 2018 to March 31, 2020) for a revised full agreement term of November 1, 2008 to March 31, 2020, with no change to the total not to exceed amount of \$2,500,000; and

- b. Authorize the Deputy Purchasing Agent for NMC or his designee to sign up to three (3) future amendments to this Agreement where the total amendments do not significantly change the scope of work and do not cause an increase of more than ten percent 10% (\$105,000) of the original contract amount per each amendment.

MOTION: Motion to approve Policies/Procedures/Forms/Manuals item 6a-6b moved by Supervisor Salinas, seconded by Mike Payne, and approved unanimously.

7. * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Mobile Instrument Service and Repair, which is in the final stages of negotiation** Page 17-18

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute amendment no. 1 to the agreement (A-12693) with Mobile Instrument Service and Repair, Inc. for repair and maintenance services of surgical instruments, extending the agreement an additional two (2) year period (May 12, 2018 through May 11, 2020) for a revised full agreement term of May 12, 2015 through May 11, 2020, and adding \$300,000 for a revised total agreement amount not to exceed \$570,000.

MOTION: Motion to approve Item 7 for submission to the Board of Supervisors so moved by Mike Payne, seconded by Supervisor Simon Salinas, and approved unanimously.

8. * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Cynthia Harlowe, which is in the final stages of negotiation** Page 19-20

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) to execute Amendment No. 11 to the Agreement (A-11938) with Cynthia Harlowe for professional consulting services at NMC, extending the Agreement an additional 1 year period for a revised full term of July 1, 2009 through June 30, 2019 and adding \$324,000 for a revised total Agreement amount not to exceed \$1,797,000.

MOTION: Motion to approve Item 8 for submission to the Board of Supervisors so moved by Supervisor Simon Salinas, seconded by Dr. Walt Mills, and approved unanimously.

9. * **Approve for Submission to the Monterey County Board of Supervisors the Following Amendment No.5 with GE Healthcare for biomedical equipment, which is in the final stages of negotiation**

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute Amendment No. 5 to the agreement (A-11012) with GE Healthcare for biomedical equipment services to extend the term of the agreement for one (1) additional year (March 1, 2018 through February 28, 2019) for a revised full agreement term of September 1, 2007 through February 28, 2019, and to increase the Agreement by an additional \$745,728 for a revised total Agreement amount not to exceed \$3,718,234.

MOTION: Motion to approve Item 9 for submission to the Board of Supervisors so moved by Mike Payne, seconded by Supervisor Simon Salinas, and approved unanimously.

10. *** Approve for Submission to the Monterey County Board of Supervisors the Following Affiliation Amendment No.1 with GE Healthcare for diagnostic imaging equipment, which is in the final stages of negotiation**

- a. Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute Amendment No. 1 to the agreement (A-12086) with GE Healthcare for diagnostic imaging equipment services to extend the term of the agreement for two (2) additional years (September 1, 2018 through August 31, 2020) for a revised full agreement term of September 1, 2011 through August 31, 2020, and to increase the Agreement by an additional \$1,447,939 for a revised total Agreement amount not to exceed \$5,187,914.
- b. Authorize the Deputy Purchasing Agent for NMC or his designee to execute up to three (3) future amendments to the agreement which do not significantly alter the scope of work and do not cause an increase of more than \$100,000 in total across all amendments.

MOTION: Motion to approve Item 10 for submission to the Board of Supervisors so moved by Supervisor Simon Salinas, seconded by Dr. Mills, and approved unanimously.

11. *** Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with FocusOne Solutions, LLC, which is in the final stages of negotiation**

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute a two- year Amendment No. 2 to the Agreement with FocusOne Solutions, LLC. pursuant to the Request for Proposal (RFP) #9600-62 for a Healthcare Vendor Management System to include a managed service provider, replacing current nurse and ancillary registries, for a revised full Agreement term of April 19, 2017 through April 18, 2020 with the option to extend the Agreement for two (2) additional years and adding \$2,000,000 for a revised total Agreement amount not to exceed \$7,000,000.

MOTION: Motion to approve Item 11 for submission to the Board of Supervisors so moved by Supervisor Simon Salinas seconded by Mike Payne, and approved unanimously.

~~12. *** Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Carefusion Solutions, LLC which is in the final stages of negotiation**~~

- ~~a. Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) to execute Customer Orders No.1000121534, applying the terms and conditions of the previously Board-approved Master Agreement (A-12934) with Carefusion Solutions, LLC (collectively, "Agreement") for the leasing of pharmaceutical supply automation inventory management dispensing machines, to add a new Pyxis Product at NMC with a co-term of five (5) year period of September 26, 2016 through September 25, 2021, during which time NMC shall be billed for a forty-two (42) month lease term at \$1,360 monthly, for a total not to exceed amount \$1,583,700, with no charges applied during the implementation phase until implementation is complete; and~~

- ~~b. Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) to execute Customer Order No. 1000123423, applying the terms and conditions of the previously Board-approved Master Agreement (A-12934) with Carefusion Solutions, LLC (collectively, "Agreement") for the leasing of pharmaceutical supply automation inventory management dispensing machines, to add a new Pyxis Product at NMC with a co-term of five (5) year period of September 15, 2015 through February 2, 2021, during which time NMC shall be billed for a forty-eight (48) month lease term at \$830 monthly, for a total not to exceed amount \$836,340, with no charges applied during the implementation phase until implementation is complete; and~~
- ~~c. Authorize the Deputy Purchasing Agent at NMC to execute the Implementation Timeline for Customer Orders No. 10000121534 and 1000123423; and~~
- ~~d. Authorize the Deputy Purchasing Agent at NMC to execute any future modified Implementation Timelines to Customer Orders No. 1000121534 and 1000123423 which may arise due to unforeseen scheduling changes and which do not cause an increase to the total cost.~~

MOTION: No motion was made as item number 12 was removed from the agenda to return at a later date.

13. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Gartner, Inc., which is in the final stages of negotiation

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement with Gartner, Inc. for subscription-based access to information technology research, extending the agreement an additional one (1) year period (April 1, 2018 through March 31, 2019) for a revised full term of April 1, 2016 through March 31, 2019, and adding \$91,900 for a revised total agreement amount not to exceed \$266,800.

MOTION: Motion to approve Item 13 for submission to the Board of Supervisors so moved by Mike Payne seconded by Supervisor Salinas, and approved unanimously.

14. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Robert A. Izenberg, M.D., which is in the final stages of negotiation

- a. Authorize Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute the Professional and Call Coverage Services Agreement with Robert Izenberg M.D., Inc. to provide general and critical care surgery services at NMC for an amount not to exceed \$500,000 for the period March 1, 2018 to March 31, 2020; and
- b. Authorize the Deputy Purchasing Agent for NMC or his designee to sign up to three (3) future amendments to this agreement where the total amendments do not significantly change the scope of work, and do not cause an increase of more than ten percent 10% (\$50,000) of the original contract amount per each amendment.

MOTION: Motion to approve Item 14 for submission to the Board of Supervisors so moved by Mike Payne seconded by Supervisor Salinas, and approved unanimously.

15 * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Peninsula Business Interiors, which is in the final stages of negotiation

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute Amendment No. 3 to the Agreement (A-12673) with Peninsula Business Interiors for new product, delivery, installation and associated furniture services, extending the agreement an additional three (3) year period (April 15, 2018 through April 14, 2021) for a revised full agreement term of April 15, 2015 through April 14, 2021, and adding \$1,800,000 for a revised total agreement amount not to exceed \$3,575,000.

MOTION: Motion to approve Item 15 for submission to the Board of Supervisors so moved by Mike Payne seconded by Britt Rios-Ellis, and approved unanimously.

16 * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Premier Healthcare Solutions, Inc., which is in the final stages of negotiation

- a. Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute an agreement with Premier Healthcare Solutions, Inc. for budget and financial reporting software services at NMC for an amount to exceed \$484,412 with an agreement term of March 1, 2018 through February 28, 2023.
- b. Authorize the Deputy Purchasing Agent for NMC or his designee to execute up to three (3) future amendments to the agreement which do not significantly alter the scope of work and do not cause an increase of more than twenty percent (20%) (\$96,882) of the original cost of the agreement in total.

MOTION: Motion to approve Item 16 for submission to the Board of Supervisors so moved by Mike Payne seconded by Supervisor Salinas, and approved unanimously.

17 * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with McKesson Technologies, Inc., which is in the final stages of negotiation

- a. Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute Amendment No. 3 to the McKesson Master Agreement MA1011350 ("Monterey County Agreement A-11723") with McKesson Technologies, Inc. for Horizon Medical Imaging Radiology, Picture Archiving and Communication System (PACS) and related systems services at NMC in order to
 - (1) Upgrade McKesson PACS and add 3D mammography;
 - (2) Migrate and archive data; and
 - (3) Upgrade PowerScribefor the period of February 1, 2018 to June 30, 2019 adding \$117,863 (\$40,500 for McKesson PACS upgrade and 3D mammography, \$47,563 for migration and archiving of data, and \$29,800 for PowerScribe upgrade) for a revised total maximum liability under Monterey County Agreement (A-11723) of \$4,542,190.
- b. Authorize the Deputy Purchasing Agent for NMC or his designee to execute up to three (3) future amendments to the agreement which do not significantly alter the scope of work and do not cause an increase of more than ten percent (10%) (\$260,000) of the original cost of the agreement per each amendment.

MOTION: Motion to approve Item 17 for submission to the Board of Supervisors so moved by Dr. Walt Mills seconded by Mike Payne, and approved unanimously.

18 * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Forward Advantage, Inc., which is in the final stages of negotiation**

Page 41-42

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute amendment no. 1 to the agreement with Forward Advantage, Inc. for the Imprivata product, a single sign on solution used by NMC Physicians and Clinical Staff, extending the agreement an additional three (3) year period (March 23, 2018 through March 22, 2021) for a revised full agreement term of March 23, 2016 through March 22, 2021, and adding \$111,600 for a revised total agreement amount not to exceed \$379,567.

MOTION: Motion to approve Item 18 for submission to the Board of Supervisors so moved by Supervisor Salinas seconded by Mike Payne, and approved unanimously.

19. **Accept Oral Reports from NMC Chief Financial Officer - Daniel Leon, CFO**

- November and December 2017 YTD Financial Report

MOTION: Motion to accept the report on November and December 2017 Financial Reports, moved by Supervisor Salinas, seconded by Britt Rios-Ellis, and approved unanimously.

20. **Receive Oral Report from NMC Chief Executive Officer - Dr. Gary R. Gray, CEO**

21. **Receive Oral Report from Chief Nursing Officer – Nancy Buscher, CNO**

22. **Receive Oral Report from Chief of Staff – Dr. Walt Mills, COS**

23. **Accept an Oral Report from Governance Committee – Fernando Elizondo, Chair**

Review, and recommend appointment of John Huerta for Board of Trustee Appointment

Review, approve and recommend to the Monterey County Board of Supervisors the appointment of John Huerta for a first one year term as a trustee of Natividad Medical Center Board of Trustees for a term ending June 2019.

MOTION: Motion to recommend John Huerta, Jr for appointment to Board of Trustees for a first term, moved by Mike Payne, seconded by Supervisor Salinas, and approved unanimously.

24. **Receive an Oral Report from the Natividad Medical Foundation – Jennifer Williams, Acting CEO**

25. **Recess to Closed Session under Government Code Section 54950**

- a. Pursuant to Health and Safety Code Section 1461, Evidence Code Section 1157, and in accordance with Government Code Section 54954.5, the Board will receive: Medical Quality Assurance Reports
Dr. Craig Walls, CMO
- b. Pursuant to Government Code section 54957(b)(1), the Board will provide a performance evaluation for the Natividad Medical Center CEO.

26. * **Accept and approve January 2018 Credentials Report from Medical Staff Office relating to appointment of medical staff and allied health professionals.**

MOTION: Motion to accept the report on January 2018 Credential Report, moved by Lew Bauman, seconded by Mike Payne, and approved unanimously.

27. * **Accept and approve 2018 Board of Trustee Scheduled Meeting Calendar.**

MOTION: Motion to accept the 2018 Board of Trustee Schedule Meeting Calendar, moved by Supervisor Salinas, seconded by Mike Payne, and approved unanimously.

Adjournment: With no other business before the Board the meeting was adjourned at 11:07 am.

Marcia Atkinson, Acting Chair

Recorded by Irene Zenk

MONTEREY COUNTY BOARD OF SUPERVISORS

MEETING:	March 13, 2018	AGENDA NO.:
SUBJECT:	a) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges, as indicated in the attached resolution, for the classifications of: Nuclear Medicine Technologist, Radiologic Technologist, and Senior Radiologic Technologist; and b) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM system.	
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 and Appendix B to adjust the salary ranges, as indicated in the attached resolution, for the classifications of: Nuclear Medicine Technologist, Radiologic Technologist, and Senior Radiologic Technologist; and

<u>Classification</u>	<u>Class Code</u>	<u>Current Monthly Salary</u>	<u>Proposed Monthly Salary</u>
Nuclear Medicine Technologist	50R41	\$7,668 – \$10,467	\$8,751 – \$11,952
Radiologic Technologist	50R21	\$5,449 – \$7,442	\$6,255 – \$8,544
Senior Radiologic Technologist	50R22	\$5,831 – \$7,963	\$7,194 – \$9,825

- b) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM system.

SUMMARY:

Natividad Medical Center (NMC) recommends an adjustment to the salary ranges of the classifications of Nuclear Medicine Technologist, Radiologic Technologist, and Senior Radiologic Technologist, in order to recruit and retain highly qualified candidates in these difficult-to-fill specialized licensed positions in the Diagnostic Imaging Department at NMC.

DISCUSSION:

NMC conducted compensation studies and salary surveys, based upon the Monterey County Compensation Philosophy, on the classifications of Nuclear Medicine Technologist, Radiologic Technologist and Senior Radiologic Technologist, after having difficulty in recruiting for these specialized licensed positions. In addition to the need to recruit, NMC must also remain competitive in the market in order to retain highly qualified technologists within the hospital.

Based on Monterey County's desire to be at or above the mean salary of our comparable counties with hospital facilities, it was found that the current salaries for the identified classifications were below the mean and thus, warranted adjustments to the current salary ranges. It should also be noted that these positions, while technical in nature, provide services that are utilized throughout the entire hospital and are essentially key positions within the organization. The inability to attract and retain candidates within these positions detrimentally affects the hospital's ability to provide effective, efficient and valuable patient care. The proposed salary ranges pose no internal equity issues.

OTHER AGENCY INVOLVEMENT:

These salary adjustment recommendations were reviewed by the Monterey County Human Resources Department.

FINANCING:

This action results in an increase of approximately \$122,473.00 to Natividad Medical Center's Adopted Budget (Unit 9600) for FY 2017-18, and an annualized increase of \$454,899.00, which will be absorbed into Natividad Medical Center's Adopted Budget (Unit 9600) for FY 2018-19. This action has no impact on the General Fund.

Prepared by:

Approved by:

Janine Bouyea
NMC Human Resources Administrator, NMC

Dr. Gary Gray
Chief Executive Officer, NMC

Dated: February 22, 2018

Attachments: Resolution

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

Resolution No.:

PPPR Control No. 18-XXX)

HRM Control No. 18-XXX)

- a) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges, as indicated, for the classifications of: Nuclear Medicine Technologist, Radiologic Technologist, and Senior Radiologic Technologist; and)
- b) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM system.)

WHEREAS, NMC conducted compensation studies and salary surveys, based upon the Monterey County Compensation Philosophy, on the classifications of Nuclear Medicine Technologist, Radiologic Technologist and Senior Radiologic Technologist; and

WHEREAS, it was found that the current salaries for the identified classifications warranted adjustments to the current salary ranges; and

WHEREAS, NMC recommends that the salary ranges for the classifications of Nuclear Medicine Technologist, Radiologic Technologist, and Senior Radiologic Technologist be adjusted in order to recruit and retain highly qualified candidates in these difficult-to-fill specialized licensed positions; and

WHEREAS, this action requires the Personnel Policies and Practices Resolution No. 98-394 and Appendix B to be amended;

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

- a) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B, as indicated, to adjust the salary ranges for the classifications of: Nuclear Medicine Technologist, Radiologic Technologist and Senior Radiologic Technologist; and

Classification Title: Nuclear Medicine Technologist							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						
\$50.515	\$53.286	\$56.209	\$59.292	\$62.544	\$65.671	\$68.955	50R41	13	T	9043	H	N
\$4,041.20	\$4,262.87	\$4,496.70	\$4,743.35	\$5,003.54	\$5,253.71	\$5,516.40						
\$8,756	\$9,236	\$9,743	\$10,277	\$10,841	\$11,383	\$11,952						

Classification Title: Radiologic Technologist												
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C *	B U	FLSA Code*
\$36.109	\$38.090	\$40.179	\$42.383	\$44.707	\$46.943	\$49.290						
\$2,888.71	\$3,047.16	\$3,214.30	\$3,390.62	\$3,576.60	\$3,755.43	\$3,943.20	50R21	14	T	9043	H	N
\$6,259	\$6,602	\$6,964	\$7,346	\$7,749	\$8,137	\$8,544						

Classification Title: Senior Radiologic Technologist												
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C *	B U	FLSA Code*
\$41.526	\$43.803	\$46.206	\$48.741	\$51.414	\$53.985	\$56.684						
\$3,322.04	\$3,504.26	\$3,696.48	\$3,899.24	\$4,113.13	\$4,318.78	\$4,534.72	50R22	13	T	9043	H	N
\$7,198	\$7,593	\$8,009	\$8,448	\$8,912	\$9,357	\$9,825						

- b) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this ____ day of _____, 2018, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

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___ for the meeting on _____.

Dated:

Gail T. Borkowski, Clerk of the Board of Supervisors,
County of Monterey, State of California

By _____,
Deputy

MONTEREY COUNTY BOARD OF SUPERVISORS

MEETING:	March 13, 2018	AGENDA NO.:
SUBJECT:	a) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges, as indicated in the attached resolution, for the classifications of: Cardiopulmonary Technician II, Senior Cardiopulmonary Technician, and Supervising Cardiopulmonary Technician; and b) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to abolish the classification of: Cardiopulmonary Technician I, as indicated in the attached resolution; and c) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM system.	
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 and Appendix B to adjust the salary ranges, as indicated in the attached resolution, for the classifications of: Cardiopulmonary Technician II, Senior Cardiopulmonary Technician, and Supervising Cardiopulmonary Technician; and
- b) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to abolish the classification of: Cardiopulmonary Technician I, as indicated in the attached resolution; and
- c) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM system.

SUMMARY:

Natividad Medical Center (NMC) recommends an adjustment to the salary ranges of the classifications of Cardiopulmonary Technician II, Senior Cardiopulmonary Technician, and Supervising Cardiopulmonary Technician, in order to recruit and retain highly qualified candidates for the hospital's Respiratory Therapy Services Department. It is also recommended that the Cardiopulmonary Technician I classification be abolished, as it is not utilized at NMC.

DISCUSSION:

The Respiratory Therapy Department at Natividad Medical Center (NMC) is responsible for providing respiratory therapy services and education to patients.

NMC conducted a classification study and salary surveys, based upon the Monterey County Compensation Philosophy, on the classifications within the Cardiopulmonary Technician class series and found that the current salaries for the identified classifications were below the mean and thus, warranted adjustments to the current salary ranges. The study also identified that the licensing board governing these positions changed in 2015. The Respiratory Care Board of California now issues Respiratory Care Practitioner licensures.

NMC recommends adjusting the salaries for the entire Cardiopulmonary Technician class series to include: Cardiopulmonary Technician II, Senior Cardiopulmonary Technician, and Supervising Cardiopulmonary Technician at this time, and will present a recommendation to retitle the classifications and employees' positions to Respiratory Care Practitioner, Senior Respiratory Care Practitioner and Supervising Respiratory Care Practitioner after July 1, 2018, when the designated black-out period for making position changes has passed. This recommendation is being made in

order to recruit and retain qualified candidates for the hospital's Respiratory Services Department, and to align with Federal and State regulations and required licensures. As part of this recommendation, NMC and the County of Monterey will need to negotiate an end to current certification pays that were established in the Memorandum of Understanding between the County of Monterey and SEIU-Local 521 to compensate Cardiopulmonary Technicians for additional duties providing care to patients in the Neonatal Intensive Care Unit (NICU), as these duties will be expected of all Respiratory Care Practitioners. The proposed salary ranges pose no internal equity or compaction issues.

Cardiopulmonary Technician I is an entry level position that requires licensure but no experience. The salary string is currently set at 10% below the journey level classification of Cardiopulmonary Technician II. During this review, it was determined that this classification is no longer needed. Within the Monterey County PPR guidelines, NMC can utilize the "Trainee" designation for the journey level classification when needed, which follows the same salary guideline (10% below journey level), while eliminating the need for this classification and its associated salary string.

OTHER AGENCY INVOLVEMENT:

The class study and salary adjustment recommendations were reviewed by the Monterey County Human Resources Department.

FINANCING:

This action results in an increase of approximately \$45,684.00 to Natividad Medical Center's Adopted Budget (Unit 9600) for FY 2017-18, and an annualized increase of \$169,682.00, which will be absorbed into Natividad Medical Center's Adopted Budget (Unit 9600) for FY 2018-19. This action has no impact on the General Fund.

Prepared by:

Approved by:

Janine Bouyea
NMC Human Resources Administrator, NMC

Dr. Gary Gray
Chief Executive Officer, NMC

Dated: February 22, 2018

Attachments: Resolution

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

Resolution No.:

PPPR Control No. 18-XXX)

HRM Control No. 18-XXX)

- a) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges, as indicated, for the classifications of: Cardiopulmonary Technician II, Senior Cardiopulmonary Technician, and Supervising Cardiopulmonary Technician; and)
- b) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to abolish the classification of: Cardiopulmonary Technician I, as indicated; and)
- c) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM system.)

WHEREAS, NMC conducted a classification study and salary surveys, based upon the Monterey County Compensation Philosophy, on the classifications of Cardiopulmonary Technician II, Senior Cardiopulmonary Technician, and Supervising Cardiopulmonary Technician; and

WHEREAS, it was found that the current salaries for the identified classifications warranted adjustments to the current salary ranges; and

WHEREAS, NMC recommends that the salary ranges for the classifications of Cardiopulmonary Technician II, Senior Cardiopulmonary Technician, and Supervising Cardiopulmonary Technician be adjusted in order to recruit and retain highly qualified candidates; and

WHEREAS, NMC recommends that the classification of Cardiopulmonary Technician I be abolished because it is obsolete and is no longer used at the hospital; and

WHEREAS, these actions require the Personnel Policies and Practices Resolution No. 98-394 Appendices A & B to be amended; NOW, THEREFORE,

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

- a) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges, as indicated, for the classifications of: Cardiopulmonary Technician II, Senior Cardiopulmonary Technician, and Supervising Cardiopulmonary Technician; and

Classification Title: Cardiopulmonary Technician II							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						
\$37.356	\$39.406	\$41.567	\$43.847	\$46.252	\$48.565	\$50.993						
\$2,988.51	\$3,152.44	\$3,325.36	\$3,507.76	\$3,700.17	\$3,885.18	\$4,079.44	50P21	14	T	9043	H	N
\$6,475	\$6,830	\$7,205	\$7,600	\$8,017	\$8,418	\$8,839						

Classification Title: Senior Cardiopulmonary Technician							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						
\$39.225	\$41.376	\$43.646	\$46.040	\$48.565	\$50.993	\$53.543	50P22	14	T	9043	H	N
\$3,137.96	\$3,310.08	\$3,491.65	\$3,683.18	\$3,885.21	\$4,079.47	\$4,283.44						
\$6,799	\$7,172	\$7,565	\$7,980	\$8,418	\$8,839	\$9,281						

Classification Title: Supervising Cardiopulmonary Technician							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						
\$43.147	\$45.513	\$48.010	\$50.643	\$53.421	\$56.092	\$58.897	50P24	8	P	9043	F	N
\$3,451.74	\$3,641.07	\$3,840.80	\$4,051.47	\$4,273.71	\$4,487.39	\$4,711.76						
\$7,479	\$7,889	\$8,322	\$8,778	\$9,260	\$9,723	\$10,209						

- b) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to abolish the classification of: Cardiopulmonary Technician I, as indicated; and
- c) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this ____ day of _____, 2018, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

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 ____ for the meeting on _____.

Dated:

Gail T. Borkowski, Clerk of the Board of Supervisors,
County of Monterey, State of California

By _____,
Deputy

MONTEREY COUNTY BOARD OF SUPERVISORS

MEETING:	March 13, 2018	AGENDA NO.:
SUBJECT:	a) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges, as indicated in the attached resolution, for the classifications of: Hospital Environmental Services Aide, Hospital Senior Environmental Services Aide and Hospital Supervising Environmental Services Aide; and b) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM system.	
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 and Appendix B to adjust the salary ranges, as indicated in the attached resolution, for the classifications of: Hospital Environmental Services Aide, Hospital Senior Environmental Services Aide and Hospital Supervising Environmental Services Aide; and
- b) Direct the Monterey County Human Resources Department to Implement the Changes in the Advantage HRM System.

SUMMARY:

It is recommended that the written classification specifications for the Hospital Environmental Services Aide (ESA) Series be revised to add duties associated with cleaning and disinfecting medical equipment, and to clarify language regarding some existing duties. It is also recommended that the wage scales be adjusted upward to accommodate the higher skill set now required.

DISCUSSION:

At the request of SEIU, NMC conducted a classification study to ascertain that current duties were properly classified to the ESA class series. After a review of current business practices, internal classifications and other comparable hospitals that are similarly configured, it was recommended that the existing classification specifications be revised and updated to include cleaning and disinfecting medical equipment. It was also recommended that the salary range be increased to ensure that employees are compensated for these additional duties as the consequence of error and skill set required to perform these duties properly is greater. The incumbents should be placed in the new wage range, at a step no lower than their current wage with no new probationary period.

OTHER AGENCY INVOLVEMENT:

These salary adjustment recommendations were reviewed by the Monterey County Human Resources Department.

FINANCING:

This action results in an increase of approximately \$41,467.00 to Natividad Medical Center's Adopted Budget (Unit 9600) for FY 2017-18, and an annualized increase of \$154,022.00, which will be absorbed into Natividad Medical Center's Adopted Budget (Unit 9600) for FY 2018-19. This action has no impact on the General Fund.

Prepared by:

Janine Bouyea
NMC Human Resources Administrator, NMC

Approved by:

Dr. Gary Gray
Chief Executive Officer, NMC

Dated: February 22, 2018

Attachments: Resolution

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

Resolution No.:

PPPR Control No. 18-XXX)

HRM Control No. 18-XXX)

- a) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges, as indicated, for the classifications of: Hospital Environmental Services Aide, Hospital Senior Environmental Services Aide and Hospital Supervising Environmental Services Aide; and)
- b) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM system.)

WHEREAS, NMC conducted a classification study and salary surveys, based upon the Monterey County Compensation Philosophy, on the classifications of Hospital Environmental Services Aide, Hospital Senior Environmental Services Aide and Hospital Supervising Environmental Services Aide; and

WHEREAS, it was found that the current salaries for the identified classifications warranted adjustments to the current salary ranges, based on the addition of duties associated with cleaning and disinfecting medical equipment; and

WHEREAS, NMC recommends that the salary ranges for the classifications of Hospital Environmental Services Aide, Hospital Senior Environmental Services Aide and Hospital Supervising Environmental Services Aide be adjusted in order to adequately compensate and acknowledge the higher skill set and consequence of error required for the cleaning and disinfection of medical equipment; and

WHEREAS, this action requires the Personnel Policies and Practices Resolution No. 98-394 and Appendix B to be amended;

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

- a) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges, as indicated, for the classifications of: Hospital Environmental Services Aide, Hospital Senior Environmental Services Aide and Hospital Supervising Environmental Services Aide; and

Classification Title: Hospital Environmental Services Aide							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$16.849	\$17.774	\$18.748	\$19.777	\$20.862	\$21.905	\$23.000	70A10	20	SM	9043	J	N
\$1,347.95	\$1,421.88	\$1,499.88	\$1,582.15	\$1,668.93	\$1,752.38	\$1,840.00						
\$2,921	\$3,081	\$3,250	\$3,428	\$3,616	\$3,797	\$3,987						

Classification Title: Hospital Senior Environmental Services Aide							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						
\$19.413	\$20.478	\$21.602	\$22.786	\$24.036	\$25.238	\$26.500	70A12	19	SM	9043	J	N
\$1,553.07	\$1,638.26	\$1,728.12	\$1,822.91	\$1,922.90	\$2,019.05	\$2,120.00						
\$3,365	\$3,550	\$3,744	\$3,950	\$4,166	\$4,375	\$4,593						

Classification Title: Hospital Supervising Environmental Services Aide							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						
\$24.175	\$25.501	\$26.900	\$28.376	\$29.932	\$31.429	\$33.000	70A13	19	SM	9043	F	N
\$1,934.01	\$2,040.09	\$2,152.00	\$2,270.04	\$2,394.56	\$2,514.29	\$2,640.00						
\$4,190	\$4,420	\$4,663	\$4,918	\$5,188	\$5,448	\$5,720						

- b) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this ____ day of _____, 2018, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

I, Nicholas E. Chiulos, Acting 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 ____ for the meeting on _____.

Dated:

Nicholas E. Chiulos, Acting Clerk of the Board of Supervisors,
County of Monterey, State of California

By _____,
Deputy