



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers

168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: RES 22-193

November 22, 2022

Introduced: 10/19/2022

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary ranges of the Pharmacist I and Clinical Pharmacy Coordinator classifications as indicated in Attachment A; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

..Report

RECOMMENDATION:

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

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary ranges of the Pharmacist I and Clinical Pharmacy Coordinator classifications as indicated in Attachment A; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

A base wage compensation study of the Pharmacist I and Clinical Pharmacy Coordinator classifications was requested by Natividad administrative staff. The reasons cited for the request were recruitment difficulties and to check for salary alignment with the hospital comparable agencies identified in the County's Compensation Philosophy approved in December 2021.

The base wage analysis of the County's hospital comparable agencies found that based on the duties performed, the Pharmacist I classification was matched to five (5) of the six (6) hospital comparable agencies and is approximately 5.76% below the salary mean of the comparable agency's classifications.

To promote the County as the employer of choice, the goal is to provide labor market competitive wages by setting base wages within five percent (5% = - 4.495% with rounding) of the average of the agencies identified. The County's philosophy is to maintain a competitive compensation package that attracts and retains the highest quality candidates and employees to serve the community while maintaining sound fiscal standards.

Therefore, in accordance with the County's Compensation Philosophy, Natividad recommends adjusting the base wage salary of the Pharmacist I classification by approximately 5.76% at top step in order to align with the labor market average. Furthermore, it is recommended to adjust the base wage salary of the Clinical Pharmacy Coordinator classification by approximately 5.76% at top step in order

to maintain the spread of the series.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department concurs with the recommendations. Service Employees International Union (SEIU) Local 521 has been notified of the recommendations.

FINANCING:

There is a salary increase of approximately \$135,495 as a result of these actions for Natividad Medical Center (Unit 9600) FY 2022-23 Adopted Budget. This action does not impact 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

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Attachments:

Attachment A
Resolution

Charles R Harris
Charles R. Harris, M.D., Chief Executive Officer

11/02/2022
Date