

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

Resolution No.: PPPR Control No. 23-003)
HRM Control No. 23-003)

- Adopt a Resolution to:)
a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to)
adjust the salary ranges of the Clinical Laboratory Scientist, Senior Clinical)
Laboratory Scientist, Supervising Clinical Laboratory Scientist and Clinical)
Laboratory Scientist-Per Diem classifications as indicated below; and)
b) Direct the Human Resources Department to implement the changes in the)
Advantage Human Resources Management System.)

WHEREAS, Natividad administration staff requested a base wage compensation study of the Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist, Supervising Clinical Laboratory Scientist and Clinical Laboratory Scientist-Per Diem classifications; and

WHEREAS, Natividad conducted a base wage compensation study of the Clinical Laboratory Scientist classification which determined Clinical Laboratory Scientist is approximately 12.14% below the mean of the County’s comparable agencies and it is recommended to adjust the base wage salary of Clinical Laboratory Scientist by the approximate percentage identified at top step; and

WHEREAS, Natividad further recommends adjusting the base wage salary of Senior Clinical Laboratory Scientist and Supervising Clinical Laboratory Scientist by approximately 12.14% at top step in order to maintain the spread of the series; and

WHEREAS, Natividad further recommends adjusting the base wage salary of Clinical Laboratory Scientist-Per Diem by approximately 11.87% above their counterparts to realign with current market trends to remain competitive and continue to recruit, retain and appropriately compensate per diem employees; and

WHEREAS, to implement the recommendations, the actions require the Personnel Policies and Practices Resolution No. 98- 394 Appendix A to be amended; NOW, THEREFORE,

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

1. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary ranges of the Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist, Supervising Clinical Laboratory Scientist and Clinical Laboratory Scientist-Per Diem classifications as indicated below:

Classification Title: Clinical Laboratory Scientist							Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$51,931	\$54,787	\$57,800	\$60,979	\$64,332	\$67,549	\$70,926	50D21	14	T	9043	H	Non-exempt
\$4,154.45	\$4,382.94	\$4,623.98	\$4,878.29	\$5,146.58	\$5,403.91	\$5,674.10						
\$9,001	\$9,496	\$10,019	\$10,570	\$11,151	\$11,708	\$12,294						

*provided for information purposes only

<u>Classification Title:</u> Senior Clinical Laboratory Scientist												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*
\$59.773	\$63.060	\$66.528	\$70.187	\$74.047	\$77.749	\$81.637	50D22	13	T	9043	H	Non-exempt
\$4,781.81	\$5,044.80	\$5,322.25	\$5,614.95	\$5,923.76	\$6,219.95	\$6,530.94						
\$10,361	\$10,930	\$11,532	\$12,166	\$12,835	\$13,477	\$14,150						

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<u>Classification Title:</u> Supervising Clinical Laboratory Scientist												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*
\$65.750	\$69.366	\$73.181	\$77.206	\$81.452	\$85.524	\$89.801	50D23	8	P	9043	F	Exempt
\$5,260.00	\$5,549.28	\$5,854.48	\$6,176.46	\$6,516.14	\$6,841.95	\$7,184.05						
\$11,397	\$12,023	\$12,685	\$13,382	\$14,118	\$14,824	\$15,565						

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<u>Classification Title:</u> Clinical Laboratory Scientist-Per Diem												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*
\$58.095	\$61.290	\$64.660	\$68.216	\$71.968	\$75.567	\$79.345	50D31	14	T	9043	T	Non-exempt
\$4,647.57	\$4,903.17	\$5,172.83	\$5,457.32	\$5,757.45	\$6,045.33	\$6,347.59						
\$10,070	\$10,624	\$11,208	\$11,824	\$12,474	\$13,098	\$13,753						

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2. The Human Resources Department is directed to implement the changes in the Advantage Human Resources Management System.

PASSED AND ADOPTED on this ____ day of _____, 2023, by the following vote, to-wit:

AYES:
NOES:
ABSENT:

I, Valerie Ralph, 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: Valerie Ralph, Clerk of the Board of Supervisors,
County of Monterey, State of California

By _____, Deputy