



Legislation Details (With Board Report)

**File #:** RES 22-146      **Name:** Adjust Salary Range for Surgical Tech (50U27), OB Tech (50U23) & Sr OB Tech (50U26)

**Type:** BoS Resolution      **Status:** Passed

**File created:** 7/18/2022      **In control:** Board of Supervisors

**On agenda:** 8/30/2022      **Final action:** 8/30/2022

**Title:** Adopt Resolution to:  
 a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary ranges of the Surgical Technician, Obstetrical Technician, and Senior Obstetrical Technician classifications as indicated in Attachment A; and  
 b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Report, 2. RESOLUTION, 3. Attachment A, 4. Completed Board Order Item No. 20, 5. Completed Resolution Item No. 20

Date	Ver.	Action By	Action	Result
8/30/2022	2	Board of Supervisors	adopted	Pass

Adopt Resolution to:  
 a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary ranges of the Surgical Technician, Obstetrical Technician, and Senior Obstetrical Technician classifications as indicated in Attachment A; and  
 b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

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 Surgical Technician, Obstetrical Technician, and Senior Obstetrical Technician 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 Surgical Technician and Obstetrical Technician classifications was requested by Natividad administration staff. The reasons cited for the request was 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 the Surgical Technician was matched to five (5) of the six (6) hospital comparable agencies and is approximately 14.73% below the salary mean of the comparable agency’s classifications. Also, the Obstetrical Technician was matched to three (3) of the six (6) hospital comparable agencies and is approximately 5.43% 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, it is recommended the Board of Supervisors approve the proposed action to adjust the salary ranges of the Surgical Technician classification by approximately 14.73% at top step and Obstetrical Technician classification by approximately 5.43% at top step. Furthermore, it is recommended for the Board to adjust the Senior Obstetrical Technician salary by approximately 5.43% in order to maintain the existing salary spread in the classification series.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department and SEIU Local 521 have reviewed and concur with the recommendations.

FINANCING:

There is a salary increase of approximately \$138,673 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