



Legislation Details (With Board Report)

File #: 22-873 **Name:** Amend the Personnel Policies and Practices Resolution No. 98-394 to modify Section A.9.1.2

Type: General Agenda Item **Status:** General Government - Consent

File created: 9/10/2022 **In control:** Board of Supervisors

On agenda: 9/20/2022 **Final action:** 9/20/2022

Title: Adopt Resolution to:
 a. Amend the Personnel Policies and Practices Resolution No. 98-394 to modify Section A.9.1.2 Standby to add the Cardiac Sonographer Per Diem classification to the list of classifications in the Diagnostic Imaging Department who receive standby pay; and
 b. Authorize the Human Resources Department and Auditor Controller’s Office to implement the changes.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. Resolution, 3. Attachment A - PPPR Revisions (1), 4. Completed Board Order Item No. 23, 5. Completed Resolution Item No. 23

Date	Ver.	Action By	Action	Result
9/20/2022	1	Board of Supervisors	adopted	Pass

Adopt Resolution to:
 a. Amend the Personnel Policies and Practices Resolution No. 98-394 to modify Section A.9.1.2 Standby to add the Cardiac Sonographer Per Diem classification to the list of classifications in the Diagnostic Imaging Department who receive standby pay; and
 b. Authorize the Human Resources Department and Auditor Controller’s Office to implement the changes.

RECOMMENDATION:

It is recommended that the Board of Supervisors take the following actions:

Adopt Resolution to:

- a. Amend the Personnel Policies and Practices Resolution No. 98-394 to modify Section A.9.1.2 Standby to add the Cardiac Sonographer Per Diem classification to the list of classifications in the Diagnostic Imaging Department who receive standby pay; and
- b. Authorize the Human Resources Department and Auditor Controller’s Office to implement the changes.

SUMMARY:

Natividad requested an amendment to the Monterey County Personnel Policies and Practices Resolution No. 98-394 (PPPR) to add the newly created classification of Cardiac Sonographer Per Diem to the list of classifications in the Diagnostic Imaging Department who are eligible to receive \$18 per hour for standby duty.

Natividad currently places off duty regular employees in the specified classifications of Nuclear Medicine Technologist, Radiologic Technologist, and Sonographer in the Diagnostic Imaging Department on standby duty. Standby duty requires an employee to hold themselves available for immediate response when needed. Regular employees in these roles are paid \$18 per hour for standby duty in accordance with the Memorandum

of Understanding between SEIU-Local 521 and the County of Monterey for represented employees in Unit H. There are other classifications that are unrepresented (off duty per-diem employees in the same roles in the Diagnostic Imaging Department on standby duty) who follow the PPPR.

For these reasons, the Human Resources Department recommends the Board of Supervisors approve the amendments to the PPPR, as indicated in Attachment A, to add the classification of Cardiac Sonographer Per Diem to be compensated at the same pay rate of \$18.00 per hour as other classifications in the Diagnostic Imaging Department when placed on standby duty.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has consulted with Natividad and the Office of County Counsel in the development of the recommended PPPR language.

FINANCING:

All costs associated with this action are included in the NMC FY 2022-2023 Budget. This action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action addresses the Board of Supervisors' Administration and Health and Human Services Strategic Initiatives by demonstrating the County's commitment to meeting the Board's initiatives by attracting, recruiting, and retaining a diverse, talented work force that supports the mission of Monterey County and to improve health by providing consistent, high-quality patient care and access to equitable healthcare services for all patients in the community.

- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Wendell Sells, Management Analyst III, (831) 796-6066

Approved by: Irma Ramirez-Bough, Director of Human Resources, (831) 755-5043

Attachments:

- Board Report
- Resolution
- PPPR Revisions