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

Resolution No.: PPPR Control No. 22-041)
HRM Control No. 22-036)
)
Adopt a Resolution to:)
a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices)
A and B to retitle the classifications of Clinical Laboratory Assistant to Certified)
Phlebotomy Technician and Senior Clinical Laboratory Assistant to Senior Certified)
Phlebotomy Technician and adjust the base wage salary ranges as indicated below; and)
b. Direct the Human Resources Department to implement the changes in the)
Advantage HRM System.)
)

WHEREAS, Natividad administration staff requested a base wage compensation study of the Clinical Laboratory Assistant classification series which includes the Clinical Laboratory Assistant and Senior Clinical Laboratory Assistant classifications; and

WHEREAS, Natividad conducted a base wage compensation study of the Clinical Laboratory Assistant classification which found that it is approximately 19.59% below the mean of the County's comparable agencies and it is recommended to adjust the base wage salary of the Clinical Laboratory Assistant by the approximate percentage identified at top step and to maintain the current spread of the classification series; and

WHEREAS, it is recommended to retitle the classification series from Clinical Laboratory Assistant to Certified Phlebotomy Technician so that it reflects the state required certification title; and

WHEREAS, to implement the recommendations, the actions require the Personnel Policies and Practices Resolution No. 98- 394 Appendix A and B 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 Appendices A and B are amended to retitle the classifications of Clinical Laboratory Assistant to Certified Phlebotomy Technician and Senior Clinical Laboratory Assistant to Senior Certified Phlebotomy Technician and adjust the base wage salary ranges as indicated below:

Classification Title: Certified Phlebotomy Technician												
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*	BU	FLSA Code*
$25.956	$27.383	$28.889	$30.478	$32.154	$33.762	$35.450	50D12	14	T	9043	H	Non-exempt
$2,076.46	$2,190.66	$2,311.14	$2,438.24	$2,572.34	$2,700.96	$2,836.01						
$4,499	$4,746	$5,007	$5,283	$5,573	$5,852	$6,145						

*provided for information purposes only

Classification Title: Senior Certified Phlebotomy Technician												
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*	BU	FLSA Code*
$28.292	$29.848	$31.489	$33.221	$35.048	$36.801	$38.641	50D13	13	PP	9043	H	Non-exempt
$2,263.35	$2,387.83	$2,519.15	$2,657.70	$2,803.86	$2,944.06	$3,091.26						
$4,904	$5,174	$5,458	$5,758	$6,075	$6,379	$6,698						

*provided for information purposes only

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