



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: RES 23-142

September 12, 2023

Introduced: 7/31/2023

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Hospital Medical Interpreter and Hospital Medical Interpretation Coordinator classifications as indicated in Attachment A effective August 26, 2023;
- b. Amend the Natividad Medical Center FY 2023-24 Adopted Budget Unit 9600-8350 - Fund 451 - Appropriation Unit NMC001 to add 0.8 FTE allocation of Hospital Medical Interpreter and to add 1.0 FTE allocation of Hospital Medical Interpretation Coordinator, as indicated in Attachment A effective August 26, 2023; and
- c. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

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RECOMMENDATION:

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

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Hospital Medical Interpreter and Hospital Medical Interpretation Coordinator classifications as indicated in Attachment A effective August 26, 2023; and
- b. Amend the Natividad Medical Center FY 2023-24 Adopted Budget Unit 9600-8350 - Fund 451 - Appropriation Unit NMC001 to add 0.8 FTE allocation of Hospital Medical Interpreter and to add 1.0 FTE allocation of Hospital Medical Interpretation Coordinator, as indicated in Attachment A effective August 26, 2023; and
- c. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

SUMMARY/DISCUSSION:

A base wage compensation study of the Hospital Medical Interpreter classification series was requested by Natividad Medical Center (NMC) administrative staff. The reasons cited for the request were recruitment difficulties and to check for salary alignment with the County's comparable agencies identified in the County's Compensation Philosophy approved in December 2021.

The base wage analysis of the County's comparable agencies found that based on the duties performed, the Hospital Medical Interpreter classification was matched to five (5) of the six (6) hospital comparable agencies: Alameda Highland Hospital, Contra Costa Regional Medical Center, Salinas Valley Health, Salinas Valley Health, San Mateo Medical Center, and Santa Clara Valley Medical Center. After a thorough review and analysis of available data, no comparable match was identified at Hazel Hawkins. The Hospital Medical Interpreter

classification is approximately 22.85% 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, the base wage salary of the Hospital Medical Interpreter classification would need to be increased by approximately 22.85% at top step in order to align with the labor market average. Furthermore, the base salary of the Hospital Medical Interpretation classification would need to be increased by approximately 22.85% at top step in order to maintain the current spread of the series.

Additionally, in efforts to address language barriers and ensure the equitable treatment of all patients, NMC intends to hire an additional 0.8 FTE of Hospital Medical Interpreter as well as a 1.0 FTE Hospital Medical Interpretation Coordinator to assist with the increasing demands of the expanding services provided by the Interpretive Services Department.

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:

The salary and benefits increased costs for the current positions (8.8 FTE filled, 0.2 vacant) budgeted for the remainder of Fiscal Year 2023-24 is approximately \$36,539 or \$43,182 annually. The salary and benefits increased costs for the requested positions (1.8 FTE) for the remainder of Fiscal Year 2023-24 is approximately \$105,930 or \$125,190 annually. The funding for personnel costs is provided by NMC's enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. 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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Dr. Charles Harris, Hospital Chief Executive Officer, (831) 783-2553

Attachments:
Attachment A
Resolution

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

8/24/2023
Date