



County of Monterey

Item No.

Board Report

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

Legistar File Number: RES 24-011

February 06, 2024

Introduced: 1/16/2024

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classification of the Speech Pathologist-Per Diem with the salary range as indicated in Attachment A effective January 27, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) 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 (PPPR) No. 98-394 Appendices A and B to create the classification of the Speech Pathologist-Per Diem with the salary range as indicated in Attachment A effective January 27, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:

Natividad Medical Center (NMC) Human Resources has recently completed several base wage compensation studies on classifications that have a separate classification with a per diem status. These per diem classifications are compensated approximately 11.87% more than their counterparts as per diem employees are not eligible to receive County benefits.

In an effort to remain aligned with current market trends to remain competitive and continue to recruit, retain and appropriately compensate per diem employees, NMC recommends the creation of a Speech Pathologist-Per Diem classification to maintain the ability to proactively prepare for fluctuations in patient census and unpredictable gaps in staffing.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department concurs with this recommendation. In addition, the Service Employees International Union (SEIU) Local 521 has been provided notice of this recommendation.

FINANCING:

There is no cost increase for the remainder of Fiscal Year 2023-24. 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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Attachments:
Attachment A
Resolution

Charles R. Harris

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

01/29/2024

Date