



## Monterey County Board of Supervisors

168 West Alisal Street,  
1st Floor  
Salinas, CA 93901  
831.755.5066

### Board Order

A motion was made by Supervisor Mary L. Adams, seconded by Supervisor Jane Parker to:

**Adopt Resolution No.: 19-377 to:**

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the classifications of: Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist, Supervising Clinical Laboratory Scientist, Clinical Laboratory Scientist-Per Diem, Clinical Laboratory Manager, Pharmacy Technician, Senior Pharmacy Technician and Hospital Controller as indicated below; and
- b. Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

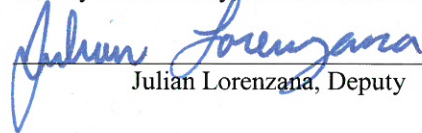
PASSED AND ADOPTED on this 5<sup>th</sup> day of November 2019, by the following vote, to wit:

AYES: Supervisors Alejo, Lopez, Phillips, Parker and Adams  
NOES: None  
ABSENT: None

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 82 for the meeting November 5, 2019.

Dated: November 5, 2019  
File ID.: RES 19-141  
Agenda Item No.: 41

Valerie Ralph, Clerk of the Board of Supervisors  
County of Monterey, State of California

  
Julian Lorenzana, Deputy

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

Adopt Resolution No.: 19-377

PPPR Control No. 19-012 )

HRM Control No. 19-012 )

- a) Amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the classifications of: Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist, Supervising Clinical Laboratory Scientist, Clinical Laboratory Scientist-Per Diem, Clinical Laboratory Manager, Pharmacy Technician, Senior Pharmacy Technician and Hospital Controller as indicated below; and )
- b) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System. )

**WHEREAS**, Natividad recommends that the salary ranges for the classifications of Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist, Supervising Clinical Laboratory Scientist, Clinical Laboratory Scientist-Per Diem, Clinical Laboratory Manager, Pharmacy Technician, Senior Pharmacy Technician and Hospital Controller be adjusted in order to recruit and retain qualified candidates; and

**WHEREAS**, this action requires the Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to be amended;

**NOW, THEREFORE**, the Monterey County Board of Supervisors hereby resolved to approve the following:

- a) The Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B are amended to adjust the salary ranges for the classifications of: Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist, Supervising Clinical Laboratory Scientist, Clinical Laboratory Scientist-Per Diem, Clinical Laboratory Manager, Pharmacy Technician, Senior Pharmacy Technician and Hospital Controller, as indicated below;

Classification Title: Clinical Laboratory Scientist							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$43.003	\$45.368	\$47.863	\$50.495	\$53.273	\$55.936	\$58.733	50D21	14	T	9043	H	N
\$3,440.24	\$3,629.44	\$3,829.05	\$4,039.64	\$4,261.81	\$4,474.90	\$4,698.64						
\$7,454	\$7,864	\$8,296	\$8,753	\$9,234	\$9,696	\$10,180						

\*provided for information purposes only

Classification Title: Senior Clinical Laboratory Scientist							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$49.497	\$52.219	\$55.091	\$58.121	\$61.317	\$64.383	\$67.602	50D22	14	T	9043	H	N
\$3,959.73	\$4,177.51	\$4,407.26	\$4,649.64	\$4,905.36	\$5,150.63	\$5,408.16						
\$8,579	\$9,051	\$9,549	\$10,074	\$10,628	\$11,160	\$11,718						

\*provided for information purposes only

Classification Title: Supervising Clinical Laboratory Scientist							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$54.447	\$57.441	\$60.600	\$63.933	\$67.449	\$70.822	\$74.363	50D23	8	P	9043	F	Exempt
\$4,355.76	\$4,595.31	\$4,848.04	\$5,114.66	\$5,395.96	\$5,665.75	\$5,949.04						
\$9,437	\$9,957	\$10,504	\$11,082	\$11,691	\$12,276	\$12,890						

\*provided for information purposes only

Classification Title: Clinical Laboratory Scientist - Per Diem							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$51.173	\$53.988	\$56.957	\$60.089	\$63.394	\$66.564	\$69.892	50D31	14	T	9043	T	N
\$4,093.87	\$4,319.02	\$4,556.55	\$4,807.15	\$5,071.53	\$5,325.11	\$5,591.36						
\$8,870	\$9,358	\$9,873	\$10,415	\$10,988	\$11,538	\$12,115						

\*provided for information purposes only

Classification Title: Clinical Laboratory Manager							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$64.912	\$68.482	\$72.248	\$76.222	\$80.414	\$84.434	\$88.656	50D80	7	P	9043	X	Exempt
\$5,192.96	\$5,478.55	\$5,779.86	\$6,097.73	\$6,433.09	\$6,754.74	\$7,092.48						
\$11,251	\$11,870	\$12,523	\$13,212	\$13,938	\$14,635	\$15,367						

\*provided for information purposes only

Classification Title: Pharmacy Technician							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$23.309	\$24.591	\$25.943	\$27.370	\$28.875	\$30.319	\$31.835	50U18	14	T	9043	H	N
\$1,864.71	\$1,967.26	\$2,075.46	\$2,189.60	\$2,310.02	\$2,425.52	\$2,546.80						
\$4,040	\$4,262	\$4,497	\$4,744	\$5,005	\$5,255	\$5,518						

\*provided for information purposes only

Classification Title: Senior Pharmacy Technician							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$25.351	\$26.745	\$28.216	\$29.768	\$31.405	\$32.975	\$34.624	50U28	14	T	9043	H	N
\$2,028.07	\$2,139.61	\$2,257.28	\$2,381.43	\$2,512.40	\$2,638.02	\$2,769.92						
\$4,394	\$4,636	\$4,891	\$5,160	\$5,444	\$5,716	\$6,001						

\*provided for information purposes only

Classification Title: Hospital Controller							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$67.639	\$71.359	\$75.283	\$79.423	\$83.791	\$87.981	\$92.380	20B92	2	P	9043	X	Exempt
\$5,411.09	\$5,708.68	\$6,022.64	\$6,353.87	\$6,703.31	\$7,038.48	\$7,390.40						
\$11,724	\$12,369	\$13,049	\$13,767	\$14,524	\$15,250	\$16,013						

\*provided for information purposes only

b) The Monterey County Human Resources Department is directed to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this 5<sup>th</sup> day of November 2019, by the following vote, to wit:

AYES: Supervisors Alejo, Lopez, Phillips, Parker and Adams

NOES: None

ABSENT: None

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 82 for the meeting November 5, 2019.

Dated: November 12, 2019

File ID.: RES 19-141

Agenda Item No.: 41

Valerie Ralph, Clerk of the Board of Supervisors  
County of Monterey, State of California

  
Julian Lorenzana, Deputy