

*Before the Board of Supervisors
County of Monterey, State of California*

Resolution No.: 23-017

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:

<u>Classification Title:</u> Certified Phlebotomy Technician												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
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						
\$2,076.46	\$2,190.66	\$2,311.14	\$2,438.24	\$2,572.34	\$2,700.96	\$2,836.01	50D12	14	T	9043	H	Non-exempt
\$4,499	\$4,746	\$5,007	\$5,283	\$5,573	\$5,852	\$6,145						

*provided for information purposes only

<u>Classification Title:</u> Senior Certified Phlebotomy Technician												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
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						
\$2,263.35	\$2,387.83	\$2,519.15	\$2,657.70	\$2,803.86	\$2,944.06	\$3,091.26	50D13	13	PP	9043	H	Non-exempt
\$4,904	\$5,174	\$5,458	\$5,758	\$6,075	\$6,379	\$6,698						

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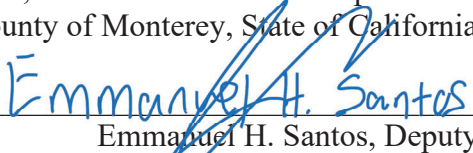
- The Human Resources Department is directed to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this 31st day of January 2023, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, Askew, and Adams
 NOES: None
 ABSENT: None
 (Government Code 54953)

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 on January 31, 2023.

Dated: January 31, 2023
 File ID: RES 23-001
 Agenda Item No. 15

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

 Emmanuel H. Santos, Deputy