



Monterey County

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

Board Report

Legistar File Number: RES 19-117

September 17, 2019

Introduced: 8/28/2019

Current Status: Agenda Ready

Version: 2

Matter Type: BoS Resolution

Adopt Resolution 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: Speech Pathologist, Maintenance Mechanic, and Hospital Maintenance Supervisor as indicated in the attached resolution; and
- b. Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Adopt Resolution 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: Speech Pathologist, Hospital Maintenance Mechanic, and Hospital Maintenance Supervisor as indicated in the attached resolution; and
- b. Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

Natividad recommends that the salary ranges for the Speech Pathologist, Hospital Maintenance Mechanic, and Hospital Maintenance Supervisor classifications listed in the attached resolution be adjusted as indicated.

The proposed salary adjustments listed below are based on external wage comparisons conducted by Natividad, which includes comparable Counties with medical facilities.

<u>Class Code</u>	<u>Classification Title</u>	<u>Current Monthly Range</u>	<u>Proposed Monthly Range</u>
50G41	Speech Pathologist	\$5,910 - \$8,068	\$6,842 - \$9,345
72C19	Hospital Maintenance Mechanic	\$4,028 - \$5,502	\$4,365 - \$5,962
72A80	Hospital Maintenance Supervisor	\$4,342 - \$5,930	\$4,705 - \$6,427

The approval of these salary adjustments will support Natividad’s ongoing efforts to improve patient outcomes, and continue to minimize the usage of contract staff within Natividad as we will be able to recruit and retain qualified staff. The current range for Speech Language Pathologist is 15.83% below the average salary paid by comparable counties with hospital facilities. The current range for Hospital Maintenance Mechanic is 8.37% below the average salary paid by comparable counties with hospital

facilities. Sufficient market data was not found for the Hospital Maintenance Supervisor classification; therefore, applying the existing spread of 7.79% to the subordinate classification is proposed. Therefore, it is recommended that the Board approve these actions.

OTHER AGENCY INVOLVEMENT:

Natividad consulted with the Monterey County Human Resources Department/Labor Division regarding this recommendation.

FINANCING:

The annualized increase to the Natividad Budget (Unit 9600) is approximately \$124,764, which will be absorbed in the Natividad Budget (Unit 9600) for FY 2019-20.

This action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Approval of these salary adjustments will allow Natividad Medical Center to recruit and/or retain highly qualified staff to provide essential services to patients in the respective departments within the hospital, which equates to improved healthcare and equitable health opportunities for patients and the community.

- Economic Development
- Administration
- Health and Human Services
- Infrastructure
- Public Safety

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Approved by: Gary Gray, D.O., Chief Executive Officer, (831) 783-2553

Attachment:
Resolution