

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

Resolution No.: 22-461

PPPR Control No. 22-034)

HRM Control No. 22-029)

Adopt a Resolution to:

- a) Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary ranges of the Pharmacist I and Clinical Pharmacy Coordinator 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 Pharmacist I and Clinical Pharmacy Coordinator classifications; and

WHEREAS, Natividad conducted a base wage compensation study of the Pharmacist I and Clinical Pharmacy Coordinator classifications which determined Pharmacist I is approximately 5.76% below the mean of the County’s comparable agencies and it is recommended to adjust the base wage salary of Pharmacist I by the approximate percentage identified at top step; and

WHEREAS, Natividad further recommends adjusting the base wage salary of Clinical Pharmacy Coordinator by approximately 5.76% at top step in order to maintain the spread of the series; and

WHEREAS, to implement the recommendations, the actions require the Personnel Policies and Practices Resolution No. 98- 394 Appendix A 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 Appendix A is amended to adjust the salary ranges of the Pharmacist I and Clinical Pharmacy Coordinator classifications as indicated below:

Classification Title: <u>Pharmacist I</u>							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						
\$64,685	\$68,242	\$71,996	\$75,955	\$80,132	\$84,139	\$88,346	50A21	8	P	9043	H	Non-exempt
\$5,174.80	\$5,459.40	\$5,759.65	\$6,076.41	\$6,410.59	\$6,731.12	\$7,067.68						
\$11,212	\$11,829	\$12,479	\$13,166	\$13,890	\$14,584	\$15,313						

*provided for information purposes only

Classification Title: <u>Clinical Pharmacy Coordinator</u>												
Hourly, Bi-Weekly and Monthly Pay Rates							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$70.843	\$74.739	\$78.850	\$83.186	\$87.761	\$92.150	\$96.757	50A25	8	P	9043	H	Exempt
\$5,667.47	\$5,979.16	\$6,308.00	\$6,654.92	\$7,020.92	\$7,371.96	\$7,740.56						
\$12,280	\$12,955	\$13,667	\$14,419	\$15,212	\$15,973	\$16,771						

*provided for information purposes only

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

PASSED AND ADOPTED on this 22nd day of November 2022, by roll call vote:

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

NOES: None

ABSENT: None

(Government Code 54953)

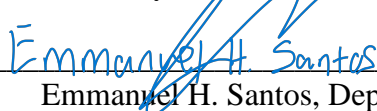
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on November 22, 2022.

Dated: November 23, 2022

File ID: RES 22-193

Agenda Item No. 20

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


Emmanuel H. Santos, Deputy