

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

Resolution No.: 24-403

PPPR Control No. 24-037)

HRM Control No. 24-036)

)

Adopt a Resolution to:

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- a) Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394)
Appendices A and B to create the classification of Supervising Certified)
Phlebotomy Technician with the salary range as indicated below effective)
November 16, 2024;)
- b) Amend the FY 2024-25 Natividad Medical Center Adopted Budget (Fund)
451-Dept. 9600-Unit 8341-Appropriation Unit NMC001 & Fund 451-Dept.)
9600-Unit 8334-Appropriation Unit NMC001) to reallocate one (1) Physical)
Therapist Assistant to one (1) Supervising Certified Phlebotomy Technician)
position as indicated below effective November 16, 2024;)
- c) Direct the Human Resources Department to implement the changes in the)
Advantage Human Resources Management (HRM) System.)

WHEREAS, the Natividad Medical Center (NMC) determined a need to create a supervisory class within the Certified Phlebotomy Technician classification series; and

WHEREAS, Natividad Medical Center (NMC) administration staff conducted a classification and base wage study to determine if there is sufficient market data to help establish a salary for a supervisory classification of Supervising Certified Phlebotomy Technician; and

WHEREAS, NMC completed an external base wage compensation analysis and found insufficient matches within the County's six (6) hospital comparable agencies; and

WHEREAS, in accordance with the County's Compensation Philosophy, Natividad recommends that the top monthly salary be set at 5% above Senior Certified Phlebotomy Technician for the Supervising Certified Phlebotomy Technician; and

WHEREAS, NMC recommends the reallocation of one (1) vacant Physical Therapist Assistant position to one (1) Supervising Certified Phlebotomy Technician position;

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

1. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B are amended to create the classification of Supervising Certified Phlebotomy Technician as indicated below effective November 16, 2024:

<u>Classification Title:</u> Supervising Certified Phlebotomy Technician							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$31.667	\$33.409	\$35.246	\$37.184	\$39.230	\$41.191	\$43.251	50D14	13	PP	9043	F	Non- Exempt
\$2,533.37	\$2,672.69	\$2,819.69	\$2,974.76	\$3,138.36	\$3,295.28	\$3,460.04						
\$5,489	\$5,791	\$6,109	\$6,445	\$6,800	\$7,140	\$7,497						

*provided for information purposes only

- The FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8341-Appropriation Unit NMC001 & Fund 451-Dept. 9600-Unit 8334-Appropriation Unit NMC001) is amended to reallocate one (1) position from Physical Therapist Assistant to one (1) Supervising Certified Phlebotomy Technician position as indicated below effective November 16, 2024:

From:

Physical Therapy Department

Budget Unit 9600-8341 – Fund 451 – Appropriation Unit NMC001

Class Code	Position Title	Position Number	Position Increase/ (Decrease)	Revised Total FTE by Title
50U17	Physical Therapist Assistant	0001	(1.0)	5.0

To:

Laboratory-Clinical Department

Budget Unit 9600-8334 – Fund 451 – Appropriation Unit NMC001

Class Code	Position Title	Position Number	Position Increase/ (Decrease)	Revised Total FTE by Title
50D14	Supervising Certified Phlebotomy Technician	0001	1.0	1.0

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

PASSED AND ADOPTED on this 12th day of November 2024, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, Askew, 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 12, 2024.

Dated: November 20, 2024

File ID: RES 24-178

Agenda Item No.: 32

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



Vicente Ramirez, Deputy