

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

Resolution No.: 24-003

PPPR Control No. 24-004)
HRM Control No. 24-004)

Adopt a Resolution to:

- a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Pharmacy Technician and Senior Pharmacy Technician classifications as indicated in Attachment A effective January 13, 2024; and)
- b) Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.)

WHEREAS, Natividad Medical Center (NMC) administration staff requested a base wage compensation study of the Pharmacy Technician classification series; and

WHEREAS, NMC conducted a base wage compensation study of the Pharmacy Technician classification which determined Pharmacy Technician is approximately 10.78% below the mean of the County’s comparable agencies and it is recommended to adjust the base wage salary of Pharmacy Technician by the approximate percentage identified at top step; and

WHEREAS, NMC further recommends adjusting the base wage salary of Senior Pharmacy Technician by approximately 10.78% 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 Pharmacy Technician and Senior Pharmacy Technician classifications as indicated below effective January 13, 2024:

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						
\$28.501	\$30.069	\$31.723	\$33.467	\$35.308	\$37.073	\$38.927	50U18	14	T	9043	H	Non-exempt
\$2,280.11	\$2,405.51	\$2,537.81	\$2,677.38	\$2,824.63	\$2,965.86	\$3,114.15						
\$4,940	\$5,212	\$5,499	\$5,801	\$6,120	\$6,426	\$6,747						

*provided for information purposes only

<u>Classification Title:</u> Senior Pharmacy 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*
\$30.998	\$32.703	\$34.501	\$36.399	\$38.401	\$40.321	\$42.337						
\$2,479.84	\$2,616.23	\$2,760.11	\$2,911.91	\$3,072.06	\$3,225.66	\$3,386.94	50U28	14	T	9043	H	Non-exempt
\$5,373	\$5,668	\$5,980	\$6,309	\$6,656	\$6,989	\$7,338						

*provided for information purposes only

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

PASSED AND ADOPTED on this 9th day of January 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 January 9, 2024.

Dated: January 16, 2024

File ID: RES 23-239

Agenda Item No.: 30

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

Vicente Ramirez, Deputy