



Monterey County

Item No.

Board Report

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

Legistar File Number: RES 21-213

January 11, 2022

Introduced: 11/20/2021

Current Status: Agenda Ready

Version: 1

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 Dietitian and Supervising Dietitian, as indicated in the attached resolution; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

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 Dietitian and Supervising Dietitian, as indicated in the attached resolution; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

Natividad administration staff requested a compensation study for the Dietitian classification series. The Natividad HR Department conducted a wage study with comparable agencies and recommends that new salary ranges for the Dietitian and Supervising Dietitian classifications be increased as follows based on labor market findings:

The Dietitian classification series is responsible for providing nutrition assessments and education to Natividad Medical Center's inpatients, outpatients, and medical staff, as needed within the Food and Nutrition Services/Dietary Department and Diabetes Clinic.

Outside of negotiated cost of living adjustments, there is no record of a market analysis being performed. The wage study is now complete and confirmed that the classification series of Dietitian is paid 12.46% below the survey mean.

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It is therefore recommended the Board of Supervisors approve the proposed action to adjust the salary ranges of Dietitian and Supervising Dietitian classifications to ensure that qualified applicants are recruited and retained for these positions that are utilized within various departments of Natividad.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department and SEIU Local 521 have reviewed and concur with the recommendations.

FINANCING:

There is a salary increase of approximately \$39,168 as a result of these actions for Natividad Medical Center (Unit 9600) FY 2021-22 Adopted Budget. This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

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

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Dr. Charles Harris, Interim Hospital Chief Executive Officer, (831) 783-2553

Attachments:
Resolution

Charles R. Harris
Dr. Charles R. Harris, Interim Chief Executive Officer

12/20/21
Date