



County of Monterey

Item No.

Board Report

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

Legistar File Number: RES 24-187

December 03, 2024

Introduced: 11/13/2024

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Obstetrical Technician, Senior Obstetrical Technician and Obstetrical Technician-Per Diem classifications as indicated in Attachment A effective December 14, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors consider adopting a Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Obstetrical Technician, Senior Obstetrical Technician and Obstetrical Technician-Per Diem classifications as indicated in Attachment A effective December 14, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:

A base wage compensation study of the Obstetrical Technician classification series was requested by Natividad Medical Center (NMC) administrative staff. The reasons cited for the request were to check for salary alignment with the hospital comparable agencies identified in the County's Compensation Philosophy last updated in January 2023.

The base wage analysis of the County's hospital comparable agencies found that based on the duties performed, the benchmark classification of Obstetrical Technician was matched to four (4) of the six (6) hospital comparable agencies: Alameda Health System, Salinas Valley Health, Santa Clara Valley Medical Center, and Hazel Hawkins Hospital. After thorough analysis of the data available at the time of the study, it was determined that no comparable match was made at Contra Costa Regional Medical Center or San Mateo Medical Center. The Obstetrical Technician classification is approximately 9.75% below the salary mean of the comparable agency's classifications.

To promote the County as the employer of choice, the goal is to provide labor market competitive wages by setting base wages within five percent (5% = - 4.495% with rounding) of the average of the agencies identified. The County's philosophy is to maintain a competitive compensation package that attracts and retains the highest quality candidates and employees to serve the community while maintaining sound fiscal standards.

Therefore, in accordance with the County's Compensation Philosophy, the base wage salary of the Obstetrical Technician classification would need to be adjusted by approximately 9.75% at top step in order to align with the labor market average and to maintain the current spread in the classification series and with the per diem classification.

OTHER AGENCY INVOLVEMENT:

Service Employees International Union (SEIU) Local 521 has been notified of the recommendations.

FINANCING:

The salary and benefits increased costs for the current positions (3.6 FTE filled/2.7 FTE vacant) budgeted for the remainder of Fiscal Year 2024-25 is approximately \$12,900 and then \$23,957 annually thereafter. The funding for personnel costs is provided by NMC's enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. Funding will be provided from NMC's Enterprise Fund 451-9600-6111.

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

Prepared by: Jennifer Lusk, Senior Human Resources Analyst, (831) 783-2764

Approved by: Janine Bouyea, Hospital Assistant Administrator, (831) 783-2701

Dr. Charles Harris, Hospital Chief Executive Officer, (831) 783-2551

Attachments:

Attachment A

Resolution