

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

Resolution No.: 23-052

PPPR Control No. 23-003)

HRM Control No. 23-003)

)

Adopt a Resolution to:

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- a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist, Supervising Clinical Laboratory Scientist and Clinical Laboratory Scientist-Per Diem classifications as indicated below; and)
- b) Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.)

WHEREAS, Natividad administration staff requested a base wage compensation study of the Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist, Supervising Clinical Laboratory Scientist and Clinical Laboratory Scientist-Per Diem classifications; and

WHEREAS, Natividad conducted a base wage compensation study of the Clinical Laboratory Scientist classification which determined Clinical Laboratory Scientist is approximately 12.14% below the mean of the County’s comparable agencies and it is recommended to adjust the base wage salary of Clinical Laboratory Scientist by the approximate percentage identified at top step; and

WHEREAS, Natividad further recommends adjusting the base wage salary of Senior Clinical Laboratory Scientist and Supervising Clinical Laboratory Scientist by approximately 12.14% at top step in order to maintain the spread of the series; and

WHEREAS, Natividad further recommends adjusting the base wage salary of Clinical Laboratory Scientist-Per Diem by approximately 11.87% above their counterparts to realign with current market trends to remain competitive and continue to recruit, retain and appropriately compensate per diem employees; 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 Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist, Supervising Clinical Laboratory Scientist and Clinical Laboratory Scientist-Per Diem classifications as indicated below:

Classification Title: Clinical Laboratory Scientist							Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$51.931	\$54.787	\$57.800	\$60.979	\$64.332	\$67.549	\$70.926	50D21	14	T	9043	H	Non-exempt
\$4,154.45	\$4,382.94	\$4,623.98	\$4,878.29	\$5,146.58	\$5,403.91	\$5,674.10						
\$9,001	\$9,496	\$10,019	\$10,570	\$11,151	\$11,708	\$12,294						

*provided for information purposes only

Classification Title: Senior Clinical Laboratory Scientist							Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$59.773	\$63.060	\$66.528	\$70.187	\$74.047	\$77.749	\$81.637	50D22	13	T	9043	H	Non-exempt
\$4,781.81	\$5,044.80	\$5,322.25	\$5,614.95	\$5,923.76	\$6,219.95	\$6,530.94						
\$10,361	\$10,930	\$11,532	\$12,166	\$12,835	\$13,477	\$14,150						

*provided for information purposes only

Classification Title: Supervising Clinical Laboratory Scientist							Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$65.750	\$69.366	\$73.181	\$77.206	\$81.452	\$85.524	\$89.801	50D23	8	P	9043	F	Exempt
\$5,260.00	\$5,549.28	\$5,854.48	\$6,176.46	\$6,516.14	\$6,841.95	\$7,184.05						
\$11,397	\$12,023	\$12,685	\$13,382	\$14,118	\$14,824	\$15,565						

*provided for information purposes only

Classification Title: Clinical Laboratory Scientist-Per Diem							Class Code	WG *	EEO Cat*	W/C *	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$58.095	\$61.290	\$64.660	\$68.216	\$71.968	\$75.567	\$79.345	50D31	14	T	9043	T	Non-exempt
\$4,647.57	\$4,903.17	\$5,172.83	\$5,457.32	\$5,757.45	\$6,045.33	\$6,347.59						
\$10,070	\$10,624	\$11,208	\$11,824	\$12,474	\$13,098	\$13,753						

*provided for information purposes only

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

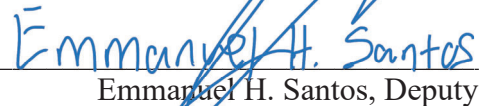
PASSED AND ADOPTED on this 28th day of February 2023, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, Root 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 on February 28, 2023.

Dated: March 3, 2023
File ID: RES 23-027
Agenda Item No. 34

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


Emmanuel H. Santos, Deputy