



# Monterey County

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## Board Report

Legistar File Number: 18-479

May 08, 2018

**Introduced:** 4/24/2018

**Version:** 1

**Current Status:** Agenda Ready

**Matter Type:** General Agenda Item

Adopt Resolution to:

- a) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges, as indicated in the attached resolution, for the classifications of: Nuclear Medicine Technologist, Radiologic Technologist, Senior Radiologic Technologist, Diagnostic Imaging Supervisor, and Manager of Diagnostic Imaging Services; and
- b) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM system.

### **..Report**

#### **RECOMMENDATION:**

It is recommended that the Board of Supervisors:

Adopt Resolution to:

- a) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges, as indicated in the attached resolution, for the classifications of: Nuclear Medicine Technologist, Radiologic Technologist, Senior Radiologic Technologist, Diagnostic Imaging Supervisor, and Manager of Diagnostic Imaging Services; and
- b) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM system.

#### **SUMMARY:**

Natividad Medical Center (NMC) recommends an adjustment to the salary ranges of the classifications of Nuclear Medicine Technologist, Radiologic Technologist, Senior Radiologic Technologist, Diagnostic Imaging Supervisor, and Manager of Diagnostic Imaging Services in order to recruit and retain highly qualified candidates in these difficult-to-fill specialized licensed positions in the Radiology and Nuclear Medicine Departments at NMC, and to resolve a compaction issue that is caused as a result of the increased salary for the Diagnostic Imaging Supervisor classification.

#### **DISCUSSION:**

NMC conducted compensation studies, based upon the Monterey County Compensation Philosophy, on the classifications of Nuclear Medicine Technologist, Radiologic Technologist, Senior Radiologic Technologist, and Diagnostic Imaging Supervisor, after having difficulty in recruiting for these specialized licensed positions. In addition to the need to recruit, NMC must also remain competitive in the market in order to retain highly qualified technologists within the hospital.

Based on the Monterey County Compensation Philosophy, it was found that the current salaries for the identified classifications were below the mean and thus, warranted adjustments to the current salary

ranges. It should also be noted that these positions, while technical in nature, provide services that are utilized throughout the entire hospital and are essentially key positions within the organization.

Upon completion of the compensation studies, it was found that the proposed new salary for the Diagnostic Imaging Supervisor caused a severe compaction issue between this supervisor classification and the Manager of Diagnostic Imaging Services classification. NMC recommends increasing the manager classification based on the current spread in order to resolve the compaction issue caused by increasing the salary for the supervisory classification.

OTHER AGENCY INVOLVEMENT:

The Monterey County Human Resources Department concurs with these salary adjustment recommendations.

FINANCING:

This action results in an increase of approximately \$65,903.00 to be absorbed into Natividad Medical Center's Adopted Budget (Unit 9600) for FY 2017-18, and an annualized increase of \$472,739.00, which will be absorbed into Natividad Medical Center's Adopted Budget (Unit 9600) for FY 2018-19. This action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Approval of these salary adjustments will allow Natividad Medical Center to recruit and retain highly qualified staff, in order to provide quality patient care, which equates to improved healthcare and equitable health opportunities for patients and the community.

- ☐ Economic Development
- ☐ Administration
- ☒ Health and Human Services
- ☐ Infrastructure
- ☐ Public Safety

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Attachments:

Resolution