

## Monterey County Board of Supervisors

## **Board Order**

168 West Alisal Street, 1st Floor Salinas, CA 93901 831.755.5066

Upon motion of Supervisor Parker, seconded by Supervisor Adams and carried by those members present, the Board of Supervisors hereby:

## Adopted Resolution 18-117 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.

PASSED AND ADOPTED on this 8th day of May 2018, by the following vote, to wit:

AYES: Supervisors Alejo, Salinas, Phillips, Parker and Adams

NOES: None ABSENT: None

I, Nicholas E. Chiulos, Acting 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 80 for the meeting May 8, 2018.

Dated: May 8, 2018

File ID: 18-479

Nicholas E. Chiulos, Acting Clerk of the Board of Supervisors

County of Monterey, State of California

By Denie Harrod

## Before the Board of Supervisors in and for the County of Monterey, State of California

			FFFR Control No. 16-003
R	esolution No.: 18-117	HRM Control No. 18-003	
a.	Approve and amend Personnel Policies and	)	
	Practices Resolution No. 98-394 and Appendix B	)	
	to adjust the salary ranges, as indicated, 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	)	

WHEREAS, NMC conducted compensation studies, based upon the Monterey County Compensation Philosophy, on the classifications of Nuclear Medicine Technologist, Radiologic Technologist, Senior Radiologic Technologist, Diagnostic Imaging Supervisor, and Manager of Diagnostic Imaging Services; and

WHEREAS, it was found that the current salaries for the identified classifications warranted adjustments to the current salary ranges; and

WHEREAS, NMC recommends that the salary ranges for the classifications of Nuclear Medicine Technologist, Radiologic Technologist, Senior Radiologic Technologist, Diagnostic Imaging Supervisor, and Manager of Diagnostic Imaging Services be adjusted in order to recruit and retain highly qualified candidates in these difficult-to-fill specialized licensed positions, and to resolve the compaction issue between the supervisor and manager classifications; and

WHEREAS, this action requires the Personnel Policies and Practices Resolution No. 98-394 and Appendix B to be amended;

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

a) The Personnel Policies and Practices Resolution No. 98-394 and Appendix B is amended to adjust the salary ranges for the classifications of: Nuclear Medicine Technologist, Radiologic Technologist, Senior Radiologic Technologist, Diagnostic Imaging Supervisor, and Manager of Diagnostic Imaging Services; and

Code	lassificatio	n Title: Nucl	ear Medicine	Technologist			I			<u> </u>	_	<u> </u>	<del></del>	
Step 1	lassificatio	<u>M Hue</u> , Muci	ear medicine	I connorogist										
Step 1		F	Jourly, Bi-We	ekly and Mo	nthly Pay Rate	es								
Classification Title: Radiologic Technologist	Step 1	-					Step 7		–			W/C*	BU	FLSA Code*
Classification Title: Radiologic Technologist   Hourly, Bi-Weekly and Monthly Pay Rates	50.115					-								
Classification   Title: Radiologic Technologist   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Class   Step 1   Step 1   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Class   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Class   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Class   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Class   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Class   Step 7   Class   Step 4   Step 5   Step 6   Step 7   Class   Step 7   Class   Step 8   Step 9   Step 8   Step 9   Step 8   Step 9   Step 8   Step 9   Step 9   Step 8   Step 9   Step	,009.23	_	-	-	-	•	·	50R41	13	T	9	9043	Н	N
Step 1	\$8,687 \$9,164 \$9,668 \$10,200 \$10,761 \$11,299 \$11,864													
Step 1	Classific	ation Title: D	adiologic Ter	hnologist					1	_		1		<del></del>
Step 1														
Step 1														
\$2,887.12 \$3,045.91 \$3,213.42 \$3,390.15 \$3,576.60 \$3,755.43 \$3,943.20 \$50R21 \$14 T 9043 \$14 \$15 \$6,255 \$6,599 \$6,962 \$7,345 \$7,749 \$8,137 \$8,544 \$	Step 1	Step 2					Step 7					W/C	* BU	J FLS
\$6,255 \$6,599 \$6,962 \$7,345 \$7,749 \$8,137 \$8,544 \	\$36.089	\$38.074	\$40.168	\$42.377	\$44.707	\$46.943	\$49.290		†	+			$\top$	+
Classification   Title: Senior   Radiologic   Technologist   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Class   Code   * Cat*   W/C*   BU   FL	\$2,887.1	2 \$3,045.9	1 \$3,213.42	2 \$3,390.15	\$3,576.60	\$3,755.43	\$3,943.20	50R21	14		T	9043	, Н	N
Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Class   WG   EEO   Code   W/C*   BU   FL   Code   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Class   Step 8	\$6,255	\$6,599	\$6,962	\$7,345	\$7,749	\$8,137	\$8,544							
Step 1	Classification Title: Senior Radiologic Technologist													
Step 1														
Step 1														
Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Class   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Step 8   St	C4 1	l S4 2					Ston 7	Class	   W	.   .   .	ΈO	W/C	*   BI	ı Fi
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\$\frac{1}{2}\$ \frac{1}{2}\$ \fra	\$39.262	\$41.421	\$43.699	\$46.102	\$48.638	\$51.070	\$53.623	-						
Classification   Title: Diagnostic   Imaging   Supervisor   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Class   WG   EEO   W/C*   BU   FL   Code   S52.001   \$54.861   \$57.879   \$61.062   \$64.420   \$67.641   \$71.023   \$4,160.12   \$4,388.91   \$4,630.29   \$4,884.94   \$5,153.60   \$5,411.28   \$5,681.84   50R25   13   T   9043   F   Manager of Diagnostic   Imaging   Services   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Class   WG   EEO   W/C*   BU   FL   Code   Step 7   Classification   Title:   Manager of Diagnostic   Imaging   Services   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Class   WG   EEO   W/C*   BU   FL   Code   Step 7   Class   WG   Cat*   Cat*   Cat*   Code   Step 7   Class   Step 8   Step 9   Step	l '		-					50R22	13		T	9043	3   H	1
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Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Class   WG   EEO   W/C*   BU   FL   Code   S52.001   \$54.861   \$57.879   \$61.062   \$64.420   \$67.641   \$71.023   \$4,160.12   \$4,388.91   \$4,630.29   \$4,884.94   \$5,153.60   \$5,141.28   \$5,681.84   50R25   13   T   9043   F   Manager of Diagnostic Imaging Services   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Class   WG   EEO   W/C*   BU   FL   Code   Title: Manager of Diagnostic Imaging Services   Step 1   Step 2   Step 3   Step 4   Step 5   Step 6   Step 7   Class   Code   Title: Manager of Diagnostic Imaging Services   Step 7   Class   Code   Title: Manager of Diagnostic Imaging Services   Step 7   Class   WG   EEO   Code   Title: Manager of Diagnostic Imaging Services   Step 7   Class   Step 8   Step 9   Ste	Classific	ation Title: D	Diagnostic Ima	ging Sunervi	sor				<u> </u>	$\overline{}$		<del></del>	$\top$	$\overline{}$
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\$9,014 \$9,509 \$10,032 \$10,584 \$11,166 \$11,724 \$12,311	\$52.00	)1 \$54.80	51 \$57.87	79 \$61.00	52 \$64.42	20 \$67.64	\$71.02	3						
Classification Title: Manager of Diagnostic Imaging Services         Step 1       Hourly, Bi-Weekly and Monthly Pay Rates         Step 1       Step 2       Step 3       Step 4       Step 5       Step 6       Step 7       Class Code       WG Cat*       EEO Cat*       W/C*       BU       FL Code         \$61.411       \$64.788       \$68.351       \$72.110       \$76.076       \$79.880       \$83.874       14K31       2       P       9043       X       BU       FL         \$4,912.85       \$5,183.05       \$5,468.10       \$5,768.83       \$6,086.10       \$6,390.40       \$6,709.92       14K31       2       P       9043       X       BU	\$4,160.1	2 \$4,388.9	\$4,630.2	29 \$4,884.9	94 \$5,153.6	50 \$5,411.2	\$5,681.84	4 50R2	5 1	3	T	9043	3   F	N
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\$10,645 \$11,230 \$11,848 \$12,499 \$13,187 \$13,846 \$14,538

b) The Monterey County Human Resources Department is directed to implement the changes in the Advantage HRM system.

**PASSED AND ADOPTED** upon motion of Supervisor Parker, seconded by Supervisor Adams and carried this 8th day of May 2018, by the following vote, to wit:

AYES:

Supervisors Alejo, Phillips, Salinas, Parker and Adams

NOES: None ABSENT: None

I, Nicholas E. Chiulos, Acting 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 80 for the meeting on May 8, 2018.

Dated: May 8, 2018 File Number: 18-479 Nicholas E. Chiulos, Acting Clerk of the Board of Supervisors County of Monterey, State of California

By Denise Hancock