



Monterey County

Item No.

Board Report

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

Legistar File Number: RES 21-011

February 02, 2021

Introduced: 1/11/2021

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary range for the classification of Electroencephalographic Technologist; 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 (PPPR) No. 98-394 Appendix A to adjust the salary range for the classification of Electroencephalographic Technologist; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

On February 4, 2020, the United States declared a public health emergency related to COVID-19. On March 19, 2020, the President of the United States, declared a national emergency related to the public health crisis with COVID-19. California proclaimed an emergency on March 4, 2020 and Monterey County proclaimed an emergency on March 6, 2020.

Natividad staff have been responding to reports of suspected and confirmed cases of COVID-19 since mid-January 2020 and continue to test and treat those within the community on steps to take to mitigate the virus. The Natividad Respiratory Care Department is functioning as a critical and crucial component for the direct treatment of suspected and confirmed patients with the COVID-19 virus. The Natividad Respiratory Care Department has been treating these patients for COVID-19 since approximately March 2020. It is crucial that the treatment plans prescribed by the ordering physicians is done accurately and timely.

Due to the emergency, Natividad Respiratory Care Department is adding additional staff to ensure that all patients whether suspected or confirmed to have COVID-19 are receiving quality care. This is even more critical in the County of Monterey, who has been in the most restrictive "purple tier" due to the high number of COVID-19 cases. Natividad has continued to operate 24/7 to respond to this crisis.

A wage study for the classification of Electroencephalographic Technologist was requested to ease recruitment difficulties in efforts to fill critical full-time (0.9 FTE) and temporary vacancies and to ensure the salary aligns with the market salary. The wage study is now complete and it identified that the Monterey County classification of Electroencephalographic Technologist is paid 8.78% below the labor market of our comparable agencies.

*Provided for informational purposes only

It is therefore recommended the Board of Supervisors approve the recommended action to adjust the

salary range of the Electroencephalographic Technologist to ensure that qualified applicants are recruited for this crucial and critical position within the Natividad Respiratory Care Department during this time of public health emergency.

For these reasons, it is recommended that your Board approve these actions.

OTHER AGENCY INVOLVEMENT:

The Monterey County Human Resources Department and the Service Employees International Union (SEIU) Local 521 concurs with the recommendations.

FINANCING:

There is an annualized salary increase of \$7,594 as a result of these actions for Natividad Medical Center (Unit 9600) FY 2020-21 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

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

Approved by: Dr. Gary R. Gray, D.O., Chief Executive Officer, (831) 783-2553

Attachments:

Resolution

Dr. Gary R. Gray
Dr. Gary R. Gray, Chief Executive Officer

1/25/21
Date