



Legislation Details (With Board Report)

**File #:** 18-807      **Name:** Salary Adjustments for Per-Diem Classes at Natividad

**Type:** General Agenda Item      **Status:** Consent Agenda

**File created:** 8/3/2018      **In control:** Board of Supervisors

**On agenda:** 9/11/2018      **Final action:**

**Title:** Adopt Resolution to:  
a. Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the following classifications: Pharmacist-Per Diem, Nurse Practitioner III-Per Diem, Staff Nurse II-Per Diem, Sonographer-Per Diem, Nuclear Medicine Technologist-Per Diem, Physical Therapist-Per Diem, Occupational Therapist-Per Diem, Clinical Laboratory Scientist-Per Diem, Cardiopulmonary Technician-Per Diem, and Radiologic Technologist-Per Diem; and  
b. Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Report, 2. 9.11.2018 - RES - Adj Salary Ranges for Per Diem Classifications.pdf, 3. 22. Completed Board Order and Resolution

Date	Ver.	Action By	Action	Result
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Adopt Resolution to:  
a. Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the following classifications: Pharmacist-Per Diem, Nurse Practitioner III-Per Diem, Staff Nurse II-Per Diem, Sonographer-Per Diem, Nuclear Medicine Technologist-Per Diem, Physical Therapist-Per Diem, Occupational Therapist-Per Diem, Clinical Laboratory Scientist-Per Diem, Cardiopulmonary Technician-Per Diem, and Radiologic Technologist-Per Diem; and  
b. Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

**RECOMMENDATION:**

It is recommended that the Board of Supervisors take the following action:  
a. Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the following classifications: Pharmacist-Per Diem, Nurse Practitioner III-Per Diem, Staff Nurse II-Per Diem, Sonographer-Per Diem, Nuclear Medicine Technologist-Per Diem, Physical Therapist-Per Diem, Occupational Therapist-Per Diem, Clinical Laboratory Scientist-Per Diem, Cardiopulmonary Technician-Per Diem, and Radiologic Technologist-Per Diem; and  
b. Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

**SUMMARY:**

Natividad recommends adjusting the salary ranges associated with all per diem pay in lieu of benefits positions within the hospital in order to recruit and retain qualified employees.

DISCUSSION:

Natividad recommends adjusting the salary ranges for the following classifications:

<u>Classification Title</u>	<u>Class Code</u>	<u>Current Hourly Salary</u>	<u>New Hourly Salary</u>
Pharmacist-Per Diem	50A31	\$63.594 - \$86.808	\$66.301 - \$90.501
Nurse Practitioner III-Per Diem	52A99	\$56.375 - \$76.954	\$75.192 - \$102.645
Per Diem	52A79	\$49.854 - \$68.053	\$59.499 - \$81.219
Sonographer-Per Diem	50R33	\$46.553 - \$63.546	\$54.243 - \$74.043
Nuclear Medicine Technologist-Per Diem	50R43	\$46.535 - \$63.522	\$61.426 - \$83.895
Physical Therapist-Per Diem	50G21	\$45.348 - \$61.901	\$47.248 - \$64.533
Occupational Therapist-Per Diem	50F30	\$45.348 - \$61.901	\$47.248 - \$64.533
Laboratory Scientist-Per Diem	50D31	\$38.231 - \$52.187	\$45.520 - \$62.133
Cardiopulmonary Technician-Per Diem	50P31	\$36.976 - \$50.474	\$45.763 - \$62.502
Radiologic Technologist-Per Diem	50R23	\$33.085 - \$45.162	\$44.235 - \$60.415

The salary strings of per diem pay in lieu of benefits classifications are not adjusted without approval of the Monterey County Board of Supervisors. Since creation, Natividad has not requested adjustments for the majority of per diem classifications which has subsequently resulted in the respective salaries falling well below market. In an effort to correct the salaries for the affected positions and realign with current market trends to remain competitive and continue to recruit, retain and appropriately compensate per diem employees, Natividad recommends adjusting the salary ranges for the above listed per diem classifications.

OTHER AGENCY INVOLVEMENT:

The above recommendations were reviewed by Natividad and the Monterey County Human Resources Department.

FINANCING:

The increased costs of the above actions were included in the Natividad Medical Center Adopted Budget (Unit 9600) for FY 2018-2019. 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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Approved by: Gary R. Gray, D.O., Chief Executive Officer (831) 783-2553

Attachments:

Resolution