



Legislation Details (With Board Report)

File #: RES 23-002 **Name:** Adjust Salary Ranges of Per Diem Classifications
Type: BoS Resolution **Status:** Passed
File created: 12/29/2022 **In control:** Board of Supervisors
On agenda: 1/24/2023 **Final action:** 1/24/2023

Title: Adopt Resolution to:
a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Cardiac Sonographer-Per Diem, Nuclear Medicine Technologist-Per Diem, Occupational Therapist-Per Diem, Pharmacist-Per Diem, Physical Therapist-Per Diem, Radiologic Technologist-Per Diem, Respiratory Care Practitioner-Per Diem, Sonographer-Per Diem and Surgical Technician-Per Diem classifications as indicated in Attachment A; and
b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. Attachment A, 3. Resolution, 4. Completed Board Order Item No. 23, 5. Completed Resolution Item No. 23, 6. REVISED Completed Resolution Item No. 23

Date	Ver.	Action By	Action	Result
1/24/2023	1	Board of Supervisors		

Adopt Resolution to:
a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Cardiac Sonographer-Per Diem, Nuclear Medicine Technologist-Per Diem, Occupational Therapist-Per Diem, Pharmacist-Per Diem, Physical Therapist-Per Diem, Radiologic Technologist-Per Diem, Respiratory Care Practitioner-Per Diem, Sonographer-Per Diem and Surgical Technician-Per Diem classifications as indicated in Attachment A; 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 a Resolution to:

a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Cardiac Sonographer-Per Diem, Nuclear Medicine Technologist-Per Diem, Occupational Therapist-Per Diem, Pharmacist-Per Diem, Physical Therapist-Per Diem, Radiologic Technologist-Per Diem, Respiratory Care Practitioner-Per Diem, Sonographer-Per Diem and Surgical Technician-Per Diem classifications as indicated in Attachment A; and
b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

Natividad Human Resources has recently completed several base wage compensation studies on classifications which did not include the corresponding per diem classifications. To achieve a uniform spread, these per diem classifications should be compensated at approximately 11.87% more than their counterparts as per diem employees are not eligible to receive County benefits.

In an effort to 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 at the set percentage above the corresponding journey level salaries.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department concurs with the recommendations. Service Employees International Union (SEIU) Local 521 has been notified of the recommendations.

FINANCING:

The salary and benefits increase for Natividad Budget Unit 9600-8142 - Fund 451 - Appropriation Unit NMC001 for FY 2022-23 is approximately \$69,528 annually. Approval of the above actions has no impact on 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

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Attachments:
Attachment A
Resolution