



Legislation Details (With Board Report)

File #: RES 21-172 **Name:** Create Surgical Technician-Per Diem
Type: BoS Resolution **Status:** Passed - Human Resources Department
File created: 9/23/2021 **In control:** Board of Supervisors
On agenda: 9/28/2021 **Final action:** 9/28/2021
Title: Adopt Resolution to:
a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to create the classification of Surgical Technician-Per Diem with the salary range as indicated in the attached Resolution; and
b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report.pdf, 2. Resolution, 3. Completed Board Order and Resolution Item No. 32

Date	Ver.	Action By	Action	Result
9/28/2021	1	Board of Supervisors	adopted - human resources department	Pass

Adopt Resolution to:
a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to create the classification of Surgical Technician-Per Diem with the salary range as indicated in the attached Resolution; 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 and Appendices A and B to create the classification of Surgical Technician-Per Diem with the salary range as indicated in the attached Resolution; and
b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

Natividad recommends the creation of a per diem pay in lieu of benefits position for Surgical Technicians in order to recruit and retain qualified employees. The salary recommendation for this new classification is proposed at 19% above the benefited salary range similar to the other per diem classifications utilized by the hospital.

Classification Title: Surgical Technician-Per Diem												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$33,628	\$35,478	\$37,429	\$39,487	\$41,659	\$43,742	\$45,929	TBD	TBD	TBD	9043	T	Non-Exempt
\$2,690.26	\$2,838.21	\$2,994.30	\$3,158.98	\$3,332.72	\$3,499.35	\$3,674.32						
\$5,829	\$6,149	\$6,488	\$6,844	\$7,221	\$7,582	\$7,961						

Temporary Surgical Technicians will be used when staff is unavailable for work (e.g., vacation, illness) in the Surgical Services Department in order to maintain appropriate staffing levels to provide essential services. This classification is needed to recruit, retain and appropriately compensate per diem employees for Natividad.

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

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has reviewed the recommendation and concurs. The Service Employees International Union (SEIU) Local 521 was notified and concurs with the recommendations.

FINANCING:

Approval of the above actions has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Approval of these recommendations will allow Natividad Medical Center to compensate employees for performing duties that ensure patient care meets quality standards, which equates to improved healthcare for patients and the community.

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Attachments:
 Resolution