



Legislation Details (With Board Report)

**File #:** RES 23-027      **Name:** Adjust Salary Ranges of the Clinical Laboratory Scientist Class Series

**Type:** BoS Resolution      **Status:** Passed

**File created:** 2/10/2023      **In control:** Board of Supervisors

**On agenda:** 2/28/2023      **Final action:** 2/28/2023

**Title:** Adopt Resolution to:  
 a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist, Supervising Clinical Laboratory Scientist and Clinical Laboratory Scientist-Per Diem classifications as indicated in Attachment A; and  
 b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Report, 2. Resolution, 3. Attachment A, 4. Completed Board Order Item No. 34, 5. Completed Resolution Item No. 34

Date	Ver.	Action By	Action	Result
2/28/2023	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 Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist, Supervising Clinical Laboratory Scientist and Clinical Laboratory Scientist-Per Diem classifications as indicated in Attachment A; and  
 b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a Resolution to:

a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary ranges of the Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist, Supervising Clinical Laboratory Scientist and Clinical Laboratory Scientist-Per Diem classifications as indicated in Attachment A; and  
 b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

SUMMARY/DISCUSSION:

A base wage compensation study of the Clinical Laboratory Scientist classification series was requested by Natividad administrative staff. The reasons cited for the request were recruitment difficulties and to check for salary alignment with the hospital comparable agencies identified in the County’s Compensation Philosophy approved in December 2021.

The base wage analysis of the County’s hospital comparable agencies found that based on the duties performed, the Clinical Laboratory Scientist classification was matched to all six (6) hospital comparable agencies and is

approximately 12.14% below the salary mean of the comparable agency's classifications.

To promote the County as the employer of choice, the goal is to provide labor market competitive wages by setting base wages within five percent (5% = - 4.495% with rounding) of the average of the agencies identified. The County's philosophy is to maintain a competitive compensation package that attracts and retains the highest quality candidates and employees to serve the community while maintaining sound fiscal standards.

Therefore, in accordance with the County's Compensation Philosophy, Natividad recommends adjusting the base wage salary of the Clinical Laboratory Scientist classification by approximately 12.14% at top step in order to align with the labor market average. Furthermore, it is recommended to adjust the base wage salary of the Senior Clinical Laboratory Scientist and Supervising Clinical Laboratory Scientist classifications by approximately 12.14% at top step in order to maintain the spread of the series.

Per diem classifications are compensated 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 range for the Clinical Laboratory Scientist-Per Diem classification.

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:

There is a salary increase of approximately \$282,868 as a result of these actions for Natividad Medical Center (Unit 9600) FY 2022-23 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: Jennifer Lusk, Senior Personnel Analyst, (831) 783-2764

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

Dr. Charles Harris, Hospital Chief Executive Officer, (831) 783-2553

Attachments:  
Attachment A  
Resolution