



Legislation Details (With Board Report)

File #: RES 24-085 **Name:** Adjust the Base Wage Salary Range of Laboratory Informaticist

Type: BoS Resolution **Status:** Natividad Medical Center - Consent

File created: 4/26/2024 **In control:** Board of Supervisors

On agenda: 5/21/2024 **Final action:**

Title: Adopt Resolution to:
 a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Laboratory Informaticist classification as indicated in Attachment A effective May 18, 2024; and
 b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. Attachment A, 3. Resolution, 4. Completed Board Order Item No. 21, 5. Completed Resolution Item No. 21

Date	Ver.	Action By	Action	Result
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Adopt Resolution to:
 a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Laboratory Informaticist classification as indicated in Attachment A effective May 18, 2024; and
 b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

RECOMMENDATION:

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

a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Laboratory Informaticist classification as indicated in Attachment A effective May 18, 2024; and
 b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:

A base wage compensation study of the Laboratory Informaticist classification was requested by Natividad Medical Center (NMC) administrative staff. The reasons cited for the request were to check for salary alignment with the County’s comparable agencies identified in the County’s Compensation Philosophy.

The base wage analysis of the County’s hospital comparable agencies found that based on the duties performed, the Laboratory Informaticist classification was matched to three (3) of the six (6) hospital comparable agencies: Alameda Health System, Contra Costa Regional Medical Center and Santa Clara Valley Medical Center. After a thorough review and analysis of available data, no comparable matches were identified at Hazel Hawkins, Salinas Valley Health or San Mateo Medical Center. The Laboratory Informaticist classification is approximately 13.77% 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, the base wage salary of the Laboratory Informaticist classification would need to be adjusted by approximately 13.77% at top step in order to align with the labor market average.

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 no salary and benefits costs associated with this action as there are no positions currently budgeted in Fiscal Year 2023-24. For future years, the funding for personnel costs is provided by NMC's enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. 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

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Attachments:
Attachment A
Resolution