



Legislation Details (With Board Report)

File #: RES 20-220 **Name:** Adjust Salary Range - Medical Laboratory Technician

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

File created: 12/9/2020 **In control:** Board of Supervisors

On agenda: 1/5/2021 **Final action:** 1/5/2021

Title: Adopt Resolution to:
a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary range for the classification of Medical Laboratory Technician, as indicated; 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. 01.05.2021 - RESOLUTION, 3. Completed Board Order and Resolution Item No. 25

Date	Ver.	Action By	Action	Result
1/5/2021	1	Board of Supervisors	adopted - natividad medical center	Pass

Adopt Resolution to:
a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary range for the classification of Medical Laboratory Technician, as indicated; 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:
a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary range for the classification of Medical Laboratory Technician, as indicated; and
b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

On February 4, 2020, the United States declared a public health emergency related to COVID-19. On March 19, 2020, the President of the United States, declared a national emergency related to the public health crisis with COVID-19. California proclaimed an emergency on March 4, 2020 and Monterey County proclaimed an emergency on March 6, 2020.

Natividad staff have been responding to reports of suspected and confirmed cases of COVID-19 since mid-January 2020 and continue to test and treat those within the community on steps to take to mitigate the virus. The Natividad Laboratory is functioning as a critical and crucial component for the testing of the COVID-19 virus. The Natividad Laboratory has been processing testing for COVID-19 since approximately March 2020. The Natividad Laboratory processes COVID-19 tests and in order to continue to contain and mitigate the virus,

it is crucial that testing is done accurately and timely.

Natividad competes for applicants for the position of Medical Laboratory Technician who have specialized training, knowledge, skills and abilities. Due to the emergency, and the state mandated requirements to have COVID-19 testing available, Natividad Laboratory is adding additional staff to ensure that COVID-19 testing is completed timely. This is even more critical in the County of Monterey, who has been in the most restrictive “purple tier” due to the high number of COVID-19 cases. Natividad has continued to operate 24/7 to respond to this crisis.

The Medical Laboratory Technician classification was not included in recent wage studies for laboratory staff. A wage study was requested for this position to ease recruitment difficulties and to ensure the salary aligns with the market salary. The wage study is now complete and identified the Monterey County classification of Medical Laboratory Technician is paid 6.58% below the survey mean.

Classification Title: Medical Laborato													
Hourly, Bi-Weekly and Monthly Pay													
Step	Step	Step	Step	Step	Step	Step	Step	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$35.0	\$36.9	\$39.0	\$41.1	\$43.4	\$45.5	\$47.8	\$50.1	50D11	14	T	9043	H	Non-exempt
\$2,80	\$2,95	\$3,12	\$3,29	\$3,47	\$3,64	\$3,83	\$4,01						
\$6,07	\$6,41	\$6,76	\$7,13	\$7,52	\$7,90	\$8,29	\$8,68						

It is therefore recommended the Board of Supervisors approve the recommendation action to adjust the salary range of the Medical Laboratory Technician to ensure that qualified applicants are recruited for this crucial and critical position within the Natividad Laboratory during this time of emergency.

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

OTHER AGENCY INVOLVEMENT:

The Monterey County Human Resources Department and the Service Employees International Union (SEIU) Local 521 concurs with the recommendations.

FINANCING:

There is an annualized salary increase of \$9,851 as a result of these actions for Natividad Medical Center (Unit 9600) FY 2020-21 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: Janine Bouyea, Acting Hospital Assistant Administrator, (831) 783-2701

Approved by: Dr. Gary Gray, D.O., Hospital Chief Executive Officer, (831) 783-2553

Attachment:
Resolution