



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legislation Details (With Board Report)

File #: RES 19-141 **Name:** Adjust Salary Ranges: CLS, Sr. CLS, Spvg CLS, CLS PD, Pharm Tech, Sr. Pharm Tech & Hosp Controller

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

File created: 10/16/2019 **In control:** Board of Supervisors

On agenda: 11/5/2019 **Final action:** 11/5/2019

Title: Adopt Resolution to:
a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the classifications of: Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist, Supervising Clinical Laboratory Scientist, Clinical Laboratory Scientist-Per Diem, Clinical Laboratory Manager, Pharmacy Technician, Senior Pharmacy Technician and Hospital Controller as indicated below; and
b. Direct the Monterey County 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. 41

Date	Ver.	Action By	Action	Result
11/5/2019	2	Board of Supervisors	adopted - natividad medical center	Pass

Adopt Resolution to:
a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the classifications of: Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist, Supervising Clinical Laboratory Scientist, Clinical Laboratory Scientist-Per Diem, Clinical Laboratory Manager, Pharmacy Technician, Senior Pharmacy Technician and Hospital Controller as indicated below; and
b. Direct the Monterey County 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 No. 98-394 and Appendices A and B to adjust the salary ranges for the classifications of: Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist, Supervising Clinical Laboratory Scientist, Clinical Laboratory Scientist-Per Diem, Clinical Laboratory Manager, Pharmacy Technician, Senior Pharmacy Technician and Hospital Controller as indicated below; and
- b) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

Natividad recommends that the salary ranges for the Clinical Laboratory Scientist, Senior Clinical Laboratory

Scientist, Supervising Clinical Laboratory Scientist, Clinical Laboratory Scientist-Per Diem, Clinical Laboratory Manager, Pharmacy Technician, Senior Pharmacy Technician and Hospital Controller classifications listed in the attached resolution be adjusted as indicated.

The proposed salary adjustments listed below are based on external wage comparisons of the journey level classification conducted by Natividad, which includes comparable Counties with medical facilities and then the application of existing spreads.

<u>Class Code</u>	<u>Classification Title</u>	<u>Current Monthly Range</u>	<u>Proposed Monthly Range</u>
50D21	Clinical Laboratory Scientist	\$6,630 - \$9,050	\$7,454 - \$10,180
50D22	Senior Clinical Laboratory Scientist	\$7,631 - \$10,417	\$8,579 - \$11,718
50D23	Supervising Clinical Laboratory Scientist	\$8,394 - \$11,458	\$9,437 - \$12,890
50D31	Clinical Laboratory Scientist-Per Diem	\$7,890 - \$10,770	\$8,870 - \$12,115
50D80	Clinical Laboratory Manager	\$10,509 - \$14,345	\$11,251 - \$15,367
50U18	Pharmacy Technician	\$3,439 - \$4,696	\$4,040 - \$5,518
50U28	Senior Pharmacy Technician	\$3,741 - \$5,107	\$4,394 - \$6,001
20B92	Hospital Controller	\$9,574 - \$13,068	\$11,724 - \$16,013

The approval of these salary adjustments will support Natividad’s ongoing efforts to improve patient outcomes, and continue to minimize the usage of contract staff within Natividad as we will be able to recruit and retain qualified staff in these critical positions. The current range for Clinical Laboratory Scientist is 12.49% below the average salary paid by comparable counties with hospital facilities. Based upon precedence, this proposal includes applying the existing spread of 15.10% from journey- to senior-level, 10% from senior- to supervisory -level and 19% from journey to per diem. The current range for Clinical Laboratory Manager is currently 7.12% below the average salary paid by comparable counties with hospital facilities. The current range for Pharmacy Technician is 17.5% below the average salary paid by comparable counties with hospital facilities and the proposed salary for Senior Pharmacy Technician includes applying the existing spread of 8.76%. The current range for Hospital Controller is currently 22.53% below the average salary paid by comparable counties with hospital facilities. Therefore, it is recommended that the Board approve these actions.

OTHER AGENCY INVOLVEMENT:

Natividad consulted with the Monterey County Human Resources Department/Labor Division regarding this recommendation.

FINANCING:

The annualized increase to the Natividad Budget (Unit 9600) is approximately \$419,778, which will be absorbed in the Natividad Budget (Unit 9600) for FY 2019-20.

This action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Approval of these salary adjustments will allow Natividad Medical Center to recruit and/or retain highly qualified staff to provide essential services to patients in the respective departments within the hospital, which equates to improved healthcare and equitable health opportunities for patients and the community.

Economic Development

Administration

Health and Human Services

Infrastructure

Public Safety

Prepared by: Janine Bouyea, NMC Human Resource Administrator, 783-2701

Approved by: Gary Gray, D.O., Chief Executive Officer, 783-2553

Attachment:
Resolution