



## Board Report

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**File #:** RES 20-128, **Version:** 1

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Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary ranges of the classifications of Public Health Microbiologist I; Public Health Microbiologist II; and Senior Public Health Microbiologist as indicated in Attachment A, effective August 15, 2020; 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 take the following actions:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the salary ranges of the classifications of Public Health Microbiologist I; Public Health Microbiologist II; and Senior Public Health Microbiologist as indicated in Attachment A, effective August 15, 2020; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

**SUMMARY/DISCUSSION:**

The Health Department protects the health and safety of Monterey County residents by providing core public health services, providing credible information to enhance health decisions, and partners with federal, state, and local organizations to promote good health.

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.

Monterey County Public Health staff have been responding to reports of suspected cases of COVID-19 since mid-January 2020 and continue to educate the community on steps to take to contain and mitigate the virus. The Monterey County Public Health Laboratory is functioning as a critical and crucial component for the testing of the COVID-19 virus. The Monterey County Lab has been processing testing for COVID-19 since approximately March 2020. The Public Health Lab processes COVID-19 testing for Hospitals in the community as well as other providers. To continue to contain and mitigate the virus, it is crucial that testing is done accurately and timely.

Public Health Labs are competing for applicants for the position of Public Health Microbiologist II, who have specialized training, knowledge, skills and abilities. Due to the emergency, and the state mandated requirements to have COVID-19 testing available, Public Health Labs across California are 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 on the State of California “watch list” due to the high number of COVID-19 cases. The Public Health Lab has responded to the crisis by operating seven days per week with extended hours.

Due to the difficulty in recruiting qualified staff to the Public Health Lab during this emergency, the Health Department, with support from the Natividad Medical Center, requested a wage study be completed for the position of Public Health Microbiologist II. The wage study is now complete and identified the Monterey County classification of Public Health Microbiologist II is paid 9.09% below the survey mean. An increase of

9.09% to the Public Health Microbiologist II salary range would result in a salary inequity to the next higher classification of Senior Public Health Microbiologist. To alleviate this inequity and ensure that the current compensation differential is maintained with the other classifications in the series, it is recommended that the salary ranges of the Public Health Microbiologist I and Senior Public Health Microbiologist also be adjusted by 9.09%.

It is therefore recommended the Board of Supervisors approve the recommended action to adjust the salary range of the Public Health Microbiologist I, II, and Senior to ensure that qualified applicants are able to be recruited for this crucial and critical position within the Public Health Lab during this time of emergency.

HRD notified SEIU local #521 regarding the compensation study and the recommendation regarding the represented employees.

This work supports the following Monterey County Health Department 2018-2022 Strategic Plan initiative: 3) Ensure access to culturally and linguistically appropriate, customer-friendly, quality health services and 4) Engage the Monterey County Health Department (MCHD) workforce and improve operational functions to meet current and developing population health needs.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department and the Health Department concur with the recommendations.

FINANCING:

The estimated increased Fiscal Year 2020-2021 cost for the Health Department is \$33,065 and will be covered within the Health Department's Public Health Bureau (4000-8124-HEA003) existing appropriations. There will be no impact to the General Fund resulting from this action.

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