



County of Monterey

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

Board Report

File #: RES 23-029, **Version:** 1

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary range of the Dietitian Aide classification 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 range of the Dietitian Aide classification 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 Dietitian Aide classification 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 Dietitian Aide classification was matched to two (2) of the six (6) hospital comparable agencies: Salinas Valley and Santa Clara. The maximum average salary of the Bay Area region of the Allied for Health compensation report was used as the third match. The Dietitian Aide classification is approximately 20.71% below the salary mean.

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 Dietitian Aide classification by approximately 20.71% 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:

The salary and benefits increased costs for the current positions (6.0 FTE filled, 2.5 FTE vacant) budgeted for

the remainder of Fiscal Year 2022-23 is approximately \$14,990 or \$64,955 annually. The funding for personnel costs is provided by Natividad'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