



County of Monterey

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

Board Report

File #: RES 23-102, **Version:** 1

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Food Service Worker I and Food Service Worker II classifications 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 Appendix A to adjust the salary ranges of the Food Service Worker I and Food Service Worker II classifications 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 Food Service Worker classification series was requested by Natividad Medical Center (NMC) administrative staff. The reasons cited for the request were recruitment difficulties and to check for salary alignment with the County's comparable agencies identified in the County's Compensation Philosophy approved in December 2021.

The base wage analysis of the County's comparable agencies found that based on the duties performed, the Food Service Worker II classification was matched to six (6) of the ten (10) comparable agencies: Counties of Alameda, San Benito, San Mateo, Contra Costa, Santa Clara and Santa Cruz. No comparable matches were found at the Counties of San Luis Obispo and Sonoma or at the Cities of Monterey and Salinas. The Food Service Worker II classification is approximately 13.42% 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, NMC recommends adjusting the base wage salary of the Food Service Worker II classification by approximately 13.42% at top step in order to align with the labor market average. Furthermore, it is recommended to adjust the base salary of the Food Service Worker I classification by approximately 13.42% at top step in order to maintain the spread of the series.

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 (16.9 FTE filled, 1.6 vacant) budgeted for the remainder of Fiscal Year 2023-24 is approximately \$105,381 annually. 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

Prepared by: Jennifer Lusk, Senior Personnel Analyst, (831) 783-2764

Approved by: Janine Bouyea, Hospital Assistant Administrator, (831) 783-2701

Dr. Charles Harris, Hospital Chief Executive Officer, (831) 783-2553

Attachments:

Attachment A
Resolution