



County of Monterey

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

Board Report

File #: RES 21-137, **Version:** 1

Adopt a resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to create the classification of Anesthesia Technician with the salary range as indicated in the attached Resolution;
- b. Amend Natividad (Unit 9600) FY 2021-22 Adopted Budget to approve reallocation/reclassification as indicated by position numbers in the attached Resolution;
- c. Authorize the Auditor-Controller to incorporate the approved changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget;
- d. Direct the County Administrative Office to incorporate the new classification and approved position changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget; and
- e. Direct the 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 (PPPR) No. 98-394 and Appendices A and B to create the classification of Anesthesia Technician with the salary range as indicated in the attached Resolution;
- b. Amend Natividad (Unit 9600) FY 2021-22 Adopted Budget to approve reallocation/reclassification as indicated by position numbers in the attached Resolution;
- c. Authorize the Auditor-Controller to incorporate the approved changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget;
- d. Direct the County Administrative Office to incorporate the new classification and approved position changes in the Natividad (Unit 9600) FY 2021-22 Adopted Budget; and
- e. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

Natividad HR Department completed both a classification and a compensation study for the Surgical Services Department after experiencing difficulties recruiting and retaining qualified candidates within the department using the generic classification of Health Care Technician. The findings of the study determined that a classification needed to be created that encompassed all the unique duties related to supporting the anesthesia services for surgical cases that incumbents are performing. Duties currently being performed by incumbents consist of providing anesthesia technician services to patients under the direct supervision of a licensed anesthesia care provider; cleaning, sterilizing, disinfecting, ordering/stocking and maintaining routine anesthesia equipment and supplies; assisting licensed anesthesia care provider with direct patient care in routine and emergent situations such as arterial lines, central lines, fiber optic intubations, and regional blocks; maintaining anesthesia medications (except controlled drugs), supplies and equipment according to needs and schedules; preparing and maintaining patient monitoring devices and anesthesia delivery systems before, during and after anesthesia with consideration and knowledge of age-specific issues related to meeting the needs of the various patient groups; performing basic troubleshooting for monitors and equipment, reporting defective equipment and equipment malfunctions appropriately/immediately; and performs other related duties as needed. Natividad HR Department recommends a new classification of Anesthesia Technician be created to

more accurately reflect the scope, complexity and consequence of error of the duties being performed by the incumbents.

In accordance with the Monterey County Compensation Philosophy, a salary survey was conducted and only one comparable position was matched within the County's comparable agencies (a minimum of two matches is required for validity for hospital specific classifications) resulting in insufficient labor market data to provide a market-based salary recommendation for the proposed classification of Anesthesia Technician. Natividad HR Department conducted analysis to identify an internal alignment amongst the specific technician classifications that Health Care Technician was broken out to in July 2014. The analysis found that the proposed classification of Anesthesia Technician was between an Orthopedic Technician and a Central Sterile Technician in terms of scope and complexity. Therefore, Natividad HR Department is recommending establishing the salary for the Anesthesia Technician with a 3% spread above Central Sterile Technician to compensate appropriately for the increased scope and consequence of error.

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

OTHER AGENCY INVOLVEMENT:

The Monterey County Human Resources Department has reviewed the class study and recommendation. The Service Employees International Union (SEIU) Local 521 was notified and concurs with the class study recommendations.

FINANCING:

There is an annualized increase of \$6,477 as a result of these actions for Natividad Medical Center (Unit 9600) FY 2021-22 Adopted Budget. This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Approval of these recommendations will allow Natividad Medical Center to compensate employees for performing duties that ensure patient care meets quality standards, which equates to improved healthcare for patients and the community.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Approved by: Dr. Charles Harris, Interim Chief Executive Officer, 831-783-2553

Attachment:
Resolution