



County of Monterey

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

Board Report

File #: RES 24-090, **Version:** 1

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Cardiac Sonographer-Per Diem, Clinical Laboratory Scientist-Per Diem, Nuclear Medicine Technologist-Per Diem, Nurse Practitioner III-Per Diem, Occupational Therapist-Per Diem, Pharmacist-Per Diem, Physical Therapist-Per Diem, Radiologic Technologist-Per Diem, Respiratory Care Practitioner-Per Diem, Sonographer-Per Diem and Surgical Technician-Per Diem classifications as indicated in Attachment A effective May 18, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) 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 Cardiac Sonographer-Per Diem, Clinical Laboratory Scientist-Per Diem, Nuclear Medicine Technologist-Per Diem, Nurse Practitioner III-Per Diem, Occupational Therapist-Per Diem, Pharmacist-Per Diem, Physical Therapist-Per Diem, Radiologic Technologist-Per Diem, Respiratory Care Practitioner-Per Diem, Sonographer-Per Diem and Surgical Technician-Per Diem classifications as indicated in Attachment A effective May 18, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:

Natividad Human Resources has recently completed several base wage compensation studies on classifications that have a separate classification with a per diem status. These per diem classifications are compensated approximately 11.87% more than their counterparts as per diem employees are not eligible to receive County benefits.

In an effort to realign with current market trends to remain competitive and continue to recruit, retain and appropriately compensate per diem employees, Natividad recommends adjusting the salary ranges for the above listed per diem classifications.

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 increase for Natividad Budget Unit 9600-8142 - Fund 451 - Appropriation Unit NMC001 for the remainder of FY 2023-24 is approximately \$7,682 and then \$49,932 annually thereafter. 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