



County of Monterey

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

Board Report

File #: RES 23-139, **Version:** 1

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Interventional Radiologic Technologist, Senior Interventional Radiologic Technologist and Interventional Radiologic Technologist-Per Diem classifications as indicated in Attachment A effective August 26, 2023; 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 consider adopting a Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Interventional Radiologic Technologist, Senior Interventional Radiologic Technologist and Interventional Radiologic Technologist-Per Diem classifications as indicated in Attachment A effective August 26, 2023; 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 Interventional Radiologic Technologist 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 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 Interventional Radiologic Technologist classification was matched to five (5) of the six (6) hospital comparable agencies: Alameda, Contra Costa, San Mateo, Santa Clara, and Salinas Valley. After a thorough review and analysis of available data, no comparable match was identified at Hazel Hawkins. The Interventional Radiologic Technologist classification is approximately 8.74% 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, the base wage salary of the Interventional Radiologic Technologist classification would need to be adjusted by approximately 8.74% at top step in order to align with the labor market average. Furthermore, it is recommended to adjust the base wage salary of the Senior Interventional Radiologic Technologist and Interventional Radiologic Technologist-Per Diem classifications by approximately 8.74% 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 (4.6 FTE filled, 1.3 FTE vacant) budgeted for the remainder of Fiscal Year 2023-24 is approximately \$57,706 or \$68,199 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

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Attachments:
Attachment A
Resolution