



Board Report

File #: 18-480, Version: 1

Adopt Resolution to:

- a. Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges, as indicated in the attached resolution, for the classifications of: Cardiopulmonary Technician II, Senior Cardiopulmonary Technician, and Supervising Cardiopulmonary Technician;
- b. Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to abolish the classification of: Cardiopulmonary Technician I, as indicated in the attached resolution; and
- c. Direct the Monterey County 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) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges, as indicated in the attached resolution, for the classifications of: Cardiopulmonary Technician II, Senior Cardiopulmonary Technician, and Supervising Cardiopulmonary Technician; and
- b) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to abolish the classification of: Cardiopulmonary Technician I, as indicated in the attached resolution; and
- c) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM system.

SUMMARY:

Natividad Medical Center (NMC) recommends an adjustment to the salary ranges of the classifications of Cardiopulmonary Technician II, Senior Cardiopulmonary Technician, and Supervising Cardiopulmonary Technician, in order to recruit and retain highly qualified candidates for the hospital's Respiratory Therapy Services Department. It is also recommended that the Cardiopulmonary Technician I classification be abolished, as it is not utilized at NMC.

DISCUSSION:

The Respiratory Therapy Department at Natividad Medical Center (NMC) is responsible for providing respiratory therapy services and education to patients.

NMC conducted a compensation study, based upon the Monterey County Compensation Philosophy, on the classifications within the Cardiopulmonary Technician class series and found that the current salaries for the identified classifications were below the mean and thus, warranted adjustments to the current salary ranges. The study also identified that the licensing board governing these positions changed in 2015. The Respiratory Care Board of California now issues Respiratory Care Practitioner licensures.

NMC recommends adjusting the salaries for the entire Cardiopulmonary Technician class series to include: Cardiopulmonary Technician II, Senior Cardiopulmonary Technician, and Supervising Cardiopulmonary Technician at this time, and will present a recommendation to retitle the classifications and employees'

positions to Respiratory Care Practitioner, Senior Respiratory Care Practitioner and Supervising Respiratory Care Practitioner after July 1, 2018, when the designated black-out period for making position changes has passed. This recommendation is being made in order to appropriately compensate incumbents in these classifications in the hospital's Respiratory Therapy Department. The proposed salary ranges pose no internal equity or compaction issues.

Cardiopulmonary Technician I is an entry level position that requires licensure but no experience. The salary string is currently set at 10% below the journey level classification of Cardiopulmonary Technician II. During this review, it was determined that this classification is no longer needed. Within the Monterey County PPPR guidelines, NMC can utilize the "Trainee" designation for the journey level classification when needed, which follows the same salary guideline (10% below journey level), while eliminating the need for this classification and its associated salary string.

OTHER AGENCY INVOLVEMENT:

The Monterey County Human Resources Department concurs with these salary adjustment recommendations.

FINANCING:

This action results in an increase of approximately \$26,790.00, which will be absorbed into Natividad Medical Center's Adopted Budget (Unit 9600) for FY 2017-18, and an annualized increase of \$174,135.00, which will be absorbed into Natividad Medical Center's Adopted Budget (Unit 9600) for FY 2018-19. This action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Approval of these salary adjustments will allow Natividad Medical Center to recruit and retain highly qualified staff, in order to provide quality patient care, which equates to improved healthcare and equitable health opportunities for patients and the community.

- ☐ Economic Development
- ☐ Administration
- ☒ Health and Human Services
- ☐ Infrastructure
- ☐ Public Safety

Prepared by: Janine Bouyea, NMC Human Resources Administrator, (831) 783-2701

Approved by: Gary R. Gray, D.O., Hospital Chief Executive Officer, (831) 783-2553

Attachments:

Resolution