Before the Board of Supervisors in and for the County of Monterey, State of California

Resolution No.:	PPPR Control No. 24-037				
	HRM Control No. 24-036)				
)				
Adopt a Resolution to:)				
a) Amend Personnel Policies and Practice	s Resolution (PPPR) No. 98-394				
Appendices A and B to create the class:	ification of Supervising Certified)				
Phlebotomy Technician with the salary	range as indicated below effective				
November 16, 2024;)				
b) Amend the FY 2024-25 Natividad Med	ical Center Adopted Budget (Fund				
451-Dept. 9600-Unit 8341-Appropriation	on Unit NMC001 & Fund 451-Dept.				
9600-Unit 8334-Appropriation Unit NM	9600-Unit 8334-Appropriation Unit NMC001) to reallocate one (1) Physical				
Therapist Assistant to one (1) Supervisi	ing Certified Phlebotomy Technician				
position as indicated below effective No	ovember 16, 2024;				
c) Direct the Human Resources Departmen	nt to implement the changes in the				
Advantage Human Resources Managen	nent (HRM) System.				

WHEREAS, the Natividad Medical Center (NMC) determined a need to create a supervisory class within the Certified Phlebotomy classification series; and

WHEREAS, Natividad Medical Center (NMC) administration staff conducted a classification and base wage study to determine if there is sufficient market data to help establish a salary for a supervisory classification of Supervising Certified Phlebotomy Technician; and

WHEREAS, NMC completed an external base wage compensation analysis and found insufficient matches within the County's six (6) hospital comparable agencies; and

WHEREAS, in accordance with the County's Compensation Philosophy, Natividad recommends that the top monthly salary be set at 5% above Senior Certified Phlebotomy Technician for the Supervising Certified Phlebotomy Technician; and

WHEREAS, NMC recommends the reallocation of one (1) vacant Physical Therapist Assistant position to one (1) Supervising Certified Phlebotomy Technician position;

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

1. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B are amended to create the classification of Supervising Certified Phlebotomy Technician as indicated below effective November 16, 2024:

Classification Title: Supervising Certified Phlebotomy Technician												
Step 1	Hou Step 2	Step 3	ekly and Mo	nthly Pay R Step 5	ates Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$31.667 \$2,533.37 \$5,489	\$33.409 \$2,672.69 \$5,791	\$35.246 \$2,819.69 \$6,109	\$37.184 \$2,974.76 \$6,445	\$39.230 \$3,138.36 \$6,800	\$41.191 \$3,295.28 \$7,140	\$43.251 \$3,460.04 \$7,497	50D14	13	PP	9043	F	Non- Exempt

^{*}provided for information purposes only

2. The FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8341-Appropriation Unit NMC001 & Fund 451-Dept. 9600-Unit 8334-Appropriation Unit NMC001) is amended to reallocate one (1) position from Physical Therapist Assistant to one (1) Supervising Certified Phlebotomy Technician position as indicated below effective November 16, 2024:

From:

Physical Therapy Department

Budget Unit 9600-8341 – Fund 451 – Appropriation Unit NMC001

Class Code	Position Title	Position Number	Position Increase/ (Decrease)	Revised Total FTE by Title
50U17	Physical Therapist Assistant	0001	(1.0)	5.0

To:

Laboratory-Clinical Department

Budget Unit 9600-8334 - Fund 451 - Appropriation Unit NMC001

Class Code	Position Title	Position Number	Position Increase/ (Decrease)	Revised Total FTE by Title
50D14	Supervising Certified Phlebotomy Technician	0001	1.0	1.0

3.	The Human Resources Department is directed to implement the changes in the Advantage Human Resources Management System.					
	ASSED AND ADOPTED on this	day of	, 2024, by the following vote			
NO	YES: DES: BSENT:					
т ,	W1: D11 C11 C4 D 1 C	C	Court of Mantager State of California			

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book____for the meeting on

Dated:	Valerie Ralph, Clerk of the Board of Supervisors, County of Monterey, State of California
	By
	, Deputy