



# County of Monterey

Item No.

## Board Report

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

Legistar File Number: RES 23-239

January 09, 2024

**Introduced:** 12/12/2023

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** BoS Resolution

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Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Pharmacy Technician and Senior Pharmacy Technician classifications as indicated in Attachment A effective January 13, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

### **..Report**

#### 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 Pharmacy Technician and Senior Pharmacy Technician classifications as indicated in Attachment A effective January 13, 2024; 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 Pharmacy Technician 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 County's comparable agencies identified in the County's Compensation Philosophy updated in January 2023.

The base wage analysis of the County's comparable agencies found that based on the duties performed, the Pharmacy Technician classification was matched to five (5) of the six (6) hospital comparable agencies: Alameda Health System, Contra Costa Regional Medical Center, Salinas Valley Health, San Mateo Medical Center, and Santa Clara Valley Medical Center. After a thorough review and analysis of available data, no comparable matches were identified at Hazel Hawkins. The Pharmacy Technician classification is approximately 10.78% 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 Pharmacy Technician classification would need to be increased by approximately 10.78% at top step in order to align with the labor market average. Furthermore, the base salary of the Senior Pharmacy Technician classification would need to be increased by approximately 10.78% at top step in order to maintain the current 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 (14.4 FTE filled, 1.7 vacant) budgeted for the remainder of Fiscal Year 2023-24 is approximately \$64,267 and then \$112,230 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

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Attachments:  
Attachment A  
Resolution

Charles R. Harris  
Charles R. Harris, M.D., Chief Executive Officer

12/19/2023  
Date