



Special
Board of Trustees
Executive Committee

December 5, 2022





**SPECIAL
NMC Board of Trustees Executive Committee
Meeting**

Monday December 5, 2022

9:30 AM

***** VIDEO CONFERENCE / TELEPHONIC MEETING *****

AGENDA

IMPORTANT NOTICE Regarding COVID 19

In accordance with the State of Emergency proclaimed by Governor Newsom on March 4, 2020, Executive Order N-29-20 issued by Governor Newsom on March 17, 2020 and the Recommendation Regarding Social Distancing Including Remote Meetings of Legislative Bodies, issued by the Monterey County Health Officer on September 22, 2021, Natividad Medical Center (“Natividad”) Board of Trustees meetings will be held entirely by Zoom. There will be no physical location for these meetings. Committee Members shall participate in the meeting by Zoom.

To participate in this Natividad Board of Trustees meeting, the public are invited to observe and address the Committee via Zoom.

The meeting will be conducted via teleconference using the Microsoft Zoom program. This gives the public two options. The public may attend the meeting by phone. Or, the public may attend and observe the Zoom meeting via computer audio.

To participate by phone call any of these numbers below:

- +1 971 247 1195 US (Portland)
- +1 253 215 8782 US (Tacoma)
- +1 346 248 7799 US (Houston)
- +1 602 753 0140 US (Phoenix)
- +1 720 928 9299 US (Denver)

Enter the Meeting ID number: **937 0911 6201** when prompted.

You will then enter the Password: **808220** when prompted.

Or, to attend the Natividad Board of Trustees meeting by Zoom computer audio at:

<https://natividad.zoom.us/j/93709116201?pwd=c3VoRHRMOW05YnRMVHBwdXBRA1FLQT09>

You will be placed in the meeting as an attendee; when you are ready to make a public comment if joined by computer audio please select the “Raise your Hand” option on the Zoom screen; and by phone please push #9 on your keypad.

1. If a member of the public wishes to comment on a particular agenda item, the public is strongly encouraged to submit their comments in writing via email to the Natividad Board of Trustees at Natividadpubliccomments@natividad.com by 2:00 p.m. on the Thursday prior to the Committee meeting. To assist Natividad staff in identifying the agenda item to which the comment relates, the public is requested to indicate the Committee date and agenda number in the subject line.

Comments received by the 2:00 p.m. Thursday deadline will be distributed to the Committee and will be placed in the record.

2. Members of the public wishing to comment on a specific agenda item while the matter is being heard may participate by any of the following means:
 - a. When the Chair calls for public comment on an agenda item, the Secretary of the Committee or his or her designee will first ascertain who wants to testify (among those who are in the meeting telephonically) and will then call on speakers one at a time. Public speakers will be broadcast in audio form only.
 - b. If speakers or other members of the public have documents they wish to distribute to the Committee for an agenda item, they are encouraged to submit such documents by 2:00 p.m. on Tuesday before the meeting to: Natividadpubliccomments@natividad.com. To assist staff in identifying the agenda item to which the comment relates, the public is requested to indicate the Committee date and agenda number in the subject line.
 - c. If members of the public want to present documents/Power Point presentations while speaking, they should submit the document by 2:00 p.m. on Thursday before the meeting at Natividadpubliccomments@natividad.com (If submitted after that deadline, staff will make best efforts, but cannot guarantee, to make it available to present at the Committee meeting.)
 - d. While the matter is being heard, a member of the public may submit a comment via email, preferably limited to 250 words or less, to the Secretary of the Committee at Natividadpubliccomments@natividad.com. To assist staff in identifying the agenda item to which the comment relates, the public is requested to indicate the Committee date and agenda number in the subject line. If the comment is received prior to close of public comment on an agenda item, every effort will be made to read the comment into the record, but some comments may not be read out loud due to time limitations or length of the comment (if the comment exceeds 250 words). Comments received prior to the close of the public comment period on an agenda item will be made part of the record for that item.
3. Members of the public who wish to make a general public comment for items not on the day's agenda may submit their comment via email, preferably limited to 250 words or less, to the Secretary of the Committee at Natividadpubliccomments@natividad.com. The Committee date and "general comment" should be indicated in the subject line. The comment will be placed in the record for the meeting, and every effort will be made to read the comment into the record at the appropriate time on the agenda.
4. Individuals with disabilities who desire to request a reasonable accommodation or modification to observe or participate in the meeting may make such request by sending an email to Natividadpubliccomments@natividad.com. The request should be made no later than noon on the Wednesday prior to the Committee meeting in order to provide time for Natividad to address the request.
5. The Chair and/or Secretary may set reasonable rules as needed to conduct the meeting in an orderly manner.

Members of the Natividad Medical Center Board of Trustees are appointed by the Monterey County Board of Supervisors. Membership and terms of office are established by the Natividad Medical Center Bylaws.

1. **Call to Order**

2. **Roll Call**

3. **Additions and Corrections by Clerk** *Page 1-4 – Board Clerk*

The Clerk of the Board of Trustees will announce agenda corrections and proposed additions, which may be acted on by the Board as provided in Sections 54954.2 of the California Government Code.

4. **Public Comments (Limited up to 3 minutes per speaker at the discretion of the Chair)**

This portion of the meeting is reserved for persons to address the Board on any matter not on this agenda but under the jurisdiction of the Board of Trustees. Board members may respond briefly to statements made or questions posed. They may ask a question for clarification; make a referral to staff for factual information, or request staff to report back to the Board at a future meeting.

5. **Consent Calendar**

Approve the following policies, procedures, rules, and regulations:

5a. Policies/Procedures/Forms/Manuals (listed and available upon request)

Approve for submission to the Monterey County Board of Supervisors the following agreements identified in Item 5b – 5d of the consent calendar. All of the listed items were previously reviewed and approved by the NMC Finance Committee.

5b. * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Locumtenens.com LLC., Page 5-6 (CONSENT)**

a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 1 to the agreement with Locumtenens.com LLC for recruitment and assignment of physician's services, adding \$500,000 for a revised total agreement amount not to exceed \$600,000 for the added services, with no change to the Agreement term (August 25, 2022 through August 24, 2023).

b. Authorize the Chief Executive Officer for NMC or his designee to execute up to three (3) future amendments to the agreement which do not significantly alter the scope of work and do not cause an increase of more than ten percent (10%) (\$10,000) of the original cost of the agreement.

5c. * **Approve for Submission to the Monterey County Board of Supervisors the Following Resolution No 98-394 Apendix A., Page 7- 11 (CONSENT)**

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, 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; and

b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

- 5d. * **Approve for Submission to the Monterey County Board of Supervisors the Following Resolution 98-394 Apendices A and B., Page 12-14 (CONSENT)**
- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to retitle the classifications of Clinical Laboratory Assistant to Certified Phlebotomy Technician and Senior Clinical Laboratory Assistant to Senior Certified Phlebotomy Technician and adjust the base wage salary ranges as indicated in Attachment A; and
 - b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

Adjournment

**Next Board of Trustees Meeting
Friday, January 13, 2023
9:00 AM
VIDEO CONFERENCE/TELEPHONIC MEETING**

MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT

Locumtenens.com LLC Amendment No. 1

Legistar Number: _____

..Title

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 1 to the agreement with Locumtenens.com LLC for recruitment and assignment of physician's services, adding \$500,000 for a revised total agreement amount not to exceed \$600,000 for the added services, with no change to the Agreement term (August 25, 2022 through August 24, 2023).
- b. Authorize the Chief Executive Officer for NMC or his designee to execute up to three (3) future amendments to the agreement which do not significantly alter the scope of work and do not cause an increase of more than ten percent (10%) (\$10,000) of the original cost of the agreement.

..Report

RECOMMENDATION:

It is recommended the Board of Supervisors:

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 1 to the agreement with Locumtenens.com LLC for recruitment and assignment of physician's services, adding \$500,000 for a revised total agreement amount not to exceed \$600,000 for the added services, with no change to the Agreement term (August 25, 2022 through August 24, 2023).
- b. Authorize the Chief Executive Officer for NMC or his designee to execute up to three (3) future amendments to the agreement which do not significantly alter the scope of work and do not cause an increase of more than ten percent (10%) (\$10,000) of the original cost of the agreement.

SUMMARY/DISCUSSION:

In order to find highly qualified temporary physicians and other locum tenens, such as advanced practitioners, who match the position we are trying to cover and are available on sometimes very short notice, it is necessary to contract with multiple locum tenens agencies to provide referral of locum tenens physicians. Locum tenens are physicians who temporarily take the place of physicians during periods when physicians (employed or contracted) are not available (e.g., vacation; illness; continuing medical education; etc.).

This Amendment allows Natividad to continue utilizing the services needed to provide reliable and quality patient care without interruption during staffing shortages.

Locum tenens physicians are treated as independent contractors under California law. Changes in California law have clarified, however, that advanced practitioner locum tenens staff are to be treated as employees, not independent contractors. This amendment adds provisions applicable to locum tenens staff who are now treated as employees under the law.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved this renewal and amendment No. 1 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The renewal and amendment No. 1 has also been reviewed and approved by the Board of Trustees Executive Committee on December 5, 2022.

FINANCING:

The cost for amendment No. 1 is \$500,000. There is no financial impact to the County's General Fund or Natividad's Adopted Budget FY22-23.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The services rendered in this agreement are required for Level II Trauma Centers and provide Natividad with the additional support it needs in order to deliver reliable and high-quality patient care which improves the health and quality of life for patients and their families.

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

Prepared by: Jeanne-Ann Balza, Physician Services Manager, 783-2506
Approved by: Charles R. Harris, Chief Executive Officer, 783-2504

Attachments:
Locumtenens.com LLC Amendment No. 1
Locumtenens.com LLC Agreement

Attachments on file with the Clerk of the Board

..Title

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, 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; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

..Report

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, 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; and
- b. Direct the Human Resources Department to implement the changes in the Advantage 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 FY 2022-23 is approximately \$69,528 annually. Approval of the above actions has no impact on 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

ATTACHMENT A

Adjust the base wage salary ranges of the Cardiac Sonographer-Per Diem, Clinical Laboratory Scientist-Per Diem, Nuclear Medicine Technologist-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 below:

<u>Classification Title:</u> Cardiac Sonographer-Per Diem												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$58,459	\$61,674	\$65,066	\$68,644	\$72,420	\$76,041	\$79,843	50R36	13	T	9043	T	Non-exempt
\$4,676.73	\$4,933.93	\$5,205.28	\$5,491.56	\$5,793.58	\$6,083.26	\$6,387.42						
\$10,133	\$10,690	\$11,278	\$11,898	\$12,553	\$13,180	\$13,839						

*provided for information purposes only

<u>Classification Title:</u> Clinical Laboratory Scientist-Per Diem												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$51,806	\$54,655	\$57,661	\$60,832	\$64,177	\$67,386	\$70,756	50D31	14	T	9043	T	Non-exempt
\$4,144.45	\$4,372.38	\$4,612.85	\$4,866.54	\$5,134.19	\$5,390.90	\$5,660.44						
\$8,980	\$9,473	\$9,995	\$10,544	\$11,124	\$11,680	\$12,264						

*provided for information purposes only

<u>Classification Title:</u> Nuclear Medicine Technologist-Per Diem												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$63,428	\$66,916	\$70,596	\$74,479	\$78,575	\$82,504	\$86,629	50R43	13	T	9043	T	Non-exempt
\$5,074.21	\$5,353.28	\$5,647.69	\$5,958.30	\$6,285.99	\$6,600.29	\$6,930.30						
\$10,994	\$11,599	\$12,237	\$12,910	\$13,620	\$14,301	\$15,016						

*provided for information purposes only

<u>Classification Title:</u> Occupational Therapist-Per Diem												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$48,790	\$51,473	\$54,304	\$57,290	\$60,441	\$63,463	\$66,636	50F30	8	T	9043	T	Non-exempt
\$3,903.18	\$4,117.84	\$4,344.31	\$4,583.24	\$4,835.30	\$5,077.07	\$5,330.92						
\$8,457	\$8,922	\$9,413	\$9,930	\$10,476	\$11,000	\$11,550						

*provided for information purposes only

<u>Classification Title:</u> Pharmacist-Per Diem												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$72,363	\$76,343	\$80,541	\$84,971	\$89,644	\$94,126	\$98,833	50A31	8	T	9043	T	Non-exempt
\$5,789.05	\$6,107.43	\$6,443.32	\$6,797.68	\$7,171.53	\$7,530.11	\$7,906.61						
\$12,543	\$13,233	\$13,961	\$14,728	\$15,538	\$16,315	\$17,131						

*provided for information purposes only

<u>Classification Title:</u> Physical Therapist-Per Diem												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$48,790	\$51,473	\$54,304	\$57,290	\$60,441	\$63,463	\$66,636	50G21	8	T	9043	T	Non-exempt
\$3,903.18	\$4,117.84	\$4,344.31	\$4,583.24	\$4,835.30	\$5,077.07	\$5,330.92						
\$8,457	\$8,922	\$9,413	\$9,930	\$10,476	\$11,000	\$11,550						

*provided for information purposes only

<u>Classification Title:</u> Radiologic Technologist-Per Diem												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$45,676	\$48,188	\$50,839	\$53,635	\$56,584	\$59,414	\$62,384	50R23	14	T	9043	T	Non-exempt
\$3,654.11	\$3,855.08	\$4,067.10	\$4,290.77	\$4,526.75	\$4,753.09	\$4,990.74						
\$7,917	\$8,353	\$8,812	\$9,297	\$9,808	\$10,298	\$10,813						

*provided for information purposes only

<u>Classification Title: Respiratory Care Practitioner-Per Diem</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$47.254	\$49.853	\$52.595	\$55.487	\$58.539	\$61.466	\$64.539	50P31	14	T	9043	T	Non-exempt
\$3,780.32	\$3,988.22	\$4,207.56	\$4,438.97	\$4,683.10	\$4,917.25	\$5,163.11						
\$8,191	\$8,641	\$9,116	\$9,618	\$10,147	\$10,654	\$11,187						

*provided for information purposes only

<u>Classification Title: Sonographer-Per Diem</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$55.979	\$59.058	\$62.306	\$65.732	\$69.347	\$72.815	\$76.455	50R33	13	T	9043	T	Non-exempt
\$4,478.31	\$4,724.60	\$4,984.44	\$5,258.57	\$5,547.78	\$5,825.17	\$6,116.43						
\$9,703	\$10,237	\$10,800	\$11,394	\$12,020	\$12,621	\$13,252						

*provided for information purposes only

<u>Classification Title: Surgical Technician-Per Diem</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$37.922	\$40.008	\$42.208	\$44.529	\$46.978	\$49.327	\$51.794	50U32	10	P	9043	T	Non-exempt
\$3,033.77	\$3,200.62	\$3,376.64	\$3,562.35	\$3,758.26	\$3,946.18	\$4,143.49						
\$6,573	\$6,935	\$7,316	\$7,718	\$8,143	\$8,550	\$8,978						

*provided for information purposes only

..Title

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to retitle the classifications of Clinical Laboratory Assistant to Certified Phlebotomy Technician and Senior Clinical Laboratory Assistant to Senior Certified Phlebotomy Technician and adjust the base wage salary ranges as indicated in Attachment A; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to retitle the classifications of Clinical Laboratory Assistant to Certified Phlebotomy Technician and Senior Clinical Laboratory Assistant to Senior Certified Phlebotomy Technician and adjust the base wage salary ranges as indicated in Attachment A; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

A base wage compensation study of the Clinical Laboratory Assistant classification series was requested by Natividad administrative staff. The reasons cited for the request were recruitment difficulties and to check for market salary alignment. The Clinical Laboratory Assistant classification series includes the Clinical Laboratory Assistant and Senior Clinical Laboratory Assistant classifications.

The base wage analysis of the County's hospital comparable agencies found that based on the duties performed, the Clinical Laboratory Assistant classification was matched to three (3) of the six (6) hospital comparable agencies and is approximately 19.59% 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 Hospital Compensation Philosophy, Natividad recommends adjusting the base wage salary of the Clinical Laboratory Assistant classification by approximately 19.59% at top step in order to align with the labor market average and to maintain the current spread of the classification series.

Natividad also recommends retitling the classification series to match the state required certification title from Clinical Laboratory Assistant to Certified Phlebotomy Technician and Senior Clinical Laboratory Assistant to Senior Certified Phlebotomy Technician.

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:

There is a salary increase of approximately \$229,791 as a result of these actions for Natividad Medical Center (Unit 9600) FY 2022-23 Adopted Budget. 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

ATTACHMENT A

Retitle classifications and adjust the salary ranges as indicated below:

<u>Classification Title:</u> Certified Phlebotomy Technician												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$25.956	\$27.383	\$28.889	\$30.478	\$32.154	\$33.762	\$35.450	50D12	14	T	9043	H	Non-exempt
\$2,076.46	\$2,190.66	\$2,311.14	\$2,438.24	\$2,572.34	\$2,700.96	\$2,836.01						
\$4,499	\$4,746	\$5,007	\$5,283	\$5,573	\$5,852	\$6,145						

*provided for information purposes only

<u>Classification Title:</u> Senior Certified Phlebotomy Technician												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$28.292	\$29.848	\$31.489	\$33.221	\$35.048	\$36.801	\$38.641	50D13	13	PP	9043	H	Non-exempt
\$2,263.35	\$2,387.83	\$2,519.15	\$2,657.70	\$2,803.86	\$2,944.06	\$3,091.26						
\$4,904	\$5,174	\$5,458	\$5,758	\$6,075	\$6,379	\$6,698						

*provided for information purposes only