



Contra
Costa
County

To: Board of Supervisors
From: William Walker, M.D., Health Services Director
Date: October 17, 2017

Subject: Reallocate Classification of Surgical Technologist on the Salary Schedule in the Health Services Department

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 22148 to reallocate the salary on the salary schedule for the classification of Surgical Technologist (VT7B) at salary plan and grade TAX 1174 from (\$3,802 - \$4,856) to salary plan and grade TAX 1174 (\$4,563 - \$5,827) in the Health Services Department. (Represented)

FISCAL IMPACT:

Upon approval, this action has an annual cost of approximately \$119,899 with pension costs of \$28,955 already included. This cost is offset entirely with Hospital Enterprise Fund I revenues.

BACKGROUND:

Over the past five years, the Department has experienced significant turnover due to the low salary of the Surgical Technologist class. In comparison to other similar health agencies within the Bay Area, Contra Costa County currently falls 25% below the market median as per the Department's findings. This requested salary adjustment is necessary to place the County slightly below the median in order to be competitive, fill vacancies, and retain

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY

☐ RECOMMENDATION OF BOARD

ADMINISTRATOR

COMMITTEE

Action of Board On: **10/17/2017** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: October 17, 2017

David Twa, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

Contact: Jo-Anne Linares,
(925) 957-5240

employees.

Since November 2016, the Department's continuous recruitment efforts have not been successful as positions remain vacant. The salary reallocation is essential to attract qualified candidates and retain competent staff as the Department cannot continue to serve as a training ground for surgical technologists.

CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, the Contra Costa Regional Medical Center and Health Centers will not be able to attract and retain staff which will adversely impact patient care services.

ATTACHMENTS

P300 No. 22148 HSD