



**Contra
Costa
County**

To: Board of Supervisors
From: Anna Roth, Health Services Director
Date: August 4, 2020

Subject: Reallocate two (2) Public Health Laboratory Classifications in the Health Services Department

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 25623 to reallocate the salaries of the Public Health Microbiologist (V0WA) (represented) classification by 10% from salary plan and grade TC5-1525 (\$5,954.81 – \$7,238.11) to (\$6,550.29 - \$7,961.92) and the Senior Public Health Microbiologist (V0TC) (represented) classification by 10% from salary plan and grade TC5-1575 (\$6,569.89 - \$7,985.74) to (\$7,226.88 - \$8,784.31) in the Health Services Department.

FISCAL IMPACT:

Upon approval, this action has an annual cost of approximately \$96,557.42, with \$37,444.97 in pension costs already included. This cost is funded by Enterprise Fund I.

BACKGROUND:

The Public Health Laboratory has had considerable difficulty recruiting and retaining qualified microbiologists in large part due to non-competitive compensation. A 2020 year salary study revealed the Public Health Microbiologist and the Senior Public Health Microbiologist classifications ranged between

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY

☐ RECOMMENDATION OF BOARD

ADMINISTRATOR

COMMITTEE

Action of Board On: **08/04/2020** ☒ 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: August 4, 2020

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

By: Stacey M. Boyd, Deputy

Contact: Lauren Ludwig,
925-957-5269

BACKGROUND: (CONT'D)

1.5 - 4.3% below the median and over 12% below the mean salary for similar classifications in comparable agencies. To mitigate this issue, the Health Services Department is requesting to reallocate the salaries of the Public Health Microbiologist and Senior Public Health Microbiologist classifications.

Increasing the salaries of the Public Health Microbiologist and Senior Public Health Microbiologist classifications by 10% would result in a significantly more competitive salary. In turn, this will help improve recruitment and retention efforts. This will also help to ensure that the Public Health Laboratory is able to achieve and maintain adequate/qualified staffing, to meet service needs moving forward.

CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, the Public Health Laboratory will continue to experience difficulty recruiting qualified candidates, as well as retaining experienced employees, leaving the department short-staffed and unable to meet service needs during the COVID-19 response and in the future.

ATTACHMENTS

P300 No. 25623