



97915

**DATE:** August 13, 2019

**TO:** Board of Supervisors

**FROM:** John P. Mills, Director, Employee Services Agency

**SUBJECT:** Salary Increase - Chief Radiation Therapist

**RECOMMENDED ACTION**

Adoption of Salary Ordinance No. NS-5.20.04 amending Santa Clara County Salary Ordinance No. NS-5.20 relating to compensation of employees amending the Salary Schedule to increase the salary for the Chief Radiation Therapist classification by 20 percent.

- Action to Introduce and Preliminarily adopt on August 13, 2019; Roll Call Vote to waive reading, Roll Call Vote to adopt.
- Action for Final Adoption on August 27, 2019; Roll Call Vote to adopt.

**FISCAL IMPLICATIONS**

Approval of the request would increase ongoing salaries and benefits costs for the Santa Clara Valley Medical Center by \$32,792 for the remainder of FY 19-20 and \$41,839 for FY20-21. SCVMC will absorb the cost in the current fiscal year. No budget adjustment is needed at this time. The ongoing cost will be funded by reducing managed care services and supplies (Medical Managed Care Outside Plan Benefits).

**CONTRACT HISTORY**

Not applicable.

**REASONS FOR RECOMMENDATION**

To increase the Chief Radiation Therapist compensation due to compaction with the Radiation Therapist classification.

**CHILD IMPACT**

The recommended action will have no/neutral impact on children.

**SENIOR IMPACT**

The recommended action will have no/neutral impact on seniors.

**SUSTAINABILITY IMPLICATIONS**

The recommended action will have no/neutral sustainability implications.

## **BACKGROUND**

In March 2018, the Radiation Therapist (RT) classification received a 15% realignment based on a side-letter agreement between the County of Santa Clara (County) and SEIU Local 521-Administrative, Professional, and Technical Unit (SEIU). RTs received another 20% in February 2019 to be competitive with the local job market. These salary adjustments created a negative salary compaction between the RT and the Chief Radiation Therapist (CRT) classifications using the current leveling formula. Employee Services Agency-Human Resources (ESA-HR) initiated a salary study for the CRT classification to address the compaction issue. Executive management in Santa Clara Valley Medical Center (SCVMC) supported the study. The CRT classification is represented by County Employees Management Association (CEMA).

The CRT currently supervises one (1) Dosimetrist and four (4) RTs. The CRT reports to the Health Center Manager (HCM) in the Radiology Oncology Department within SCVMC.

ESA-HR conducted salary surveys that included Bay Area counties and hospitals.

The only agency for which ESA-HR obtained information for a comparable classification was UCSF Medical Center (UCSF). ESA-HR is not using the external survey as a reference because there is not enough agency data to compare to the County's CRT salary.

As stated, the salary increases that the RTs received created a negative salary compaction between the RT and the CRT classifications. The CRT is 8% below the RT salary using the current leveling formula. The RT and the Dosimetrist's salaries are approximately equivalent - a \$0.30 difference. To address the compaction issue, ESA-HR is recommending a 20% increase to the base salary of the CRT classification. With the proposed increase, the CRT will be 10% above the RT salary using the current leveling formula, and 24% base to base salary. Inclusive of the proposed increase, there will be no compaction between the CRT and the HCM classifications.

CEMA concurs with this recommendation.

## **CONSEQUENCES OF NEGATIVE ACTION**

The incumbent would not be appropriately compensated.

## **STEPS FOLLOWING APPROVAL**

The Clerk of the Board of Supervisors is requested to send MinuteTraq notification of completed processing to Jennifer Paredes-Fricano of the Employee Services Agency, Human Resources.

## **ATTACHMENTS:**

- Salary Report - Chief Radiation Therapist (PDF)
- NS-5.20.04 - ESA - Chief Radiation Therapist Salary Increase (PDF)