



Mendocino County

Legislation Text

File #: 16-1008, **Version:** 1

To: Board of Supervisors

From: Human Resources

Meeting Date: October 4, 2016

Department Contact: Heidi Dunham

Phone: 234-6600

Item Type: Consent Agenda

Time Allocated for Item: N/A

Agenda Title:

Adoption of Resolution Authorizing Salary Grade Adjustment to Registered Veterinary Technician from Salary Grade S28B to Salary Grade S29D

Recommended Action/Motion:

Adopt Resolution authorizing the salary grade adjustment to the classification of Registered Veterinary Technician from Salary Grade S28B to Salary Grade S29D; and authorize Chair to sign same.

Previous Board/Board Committee Actions:

On June 21, 2016, the Board of Supervisors adopted the Master Position Allocation Table for FY 2016 - 2017 Budget, Resolution No. 16-071.

Summary of Request:

The Human Resources Department is charged, as part of the overall maintenance of the classification and compensation plan, to evaluate current classifications, create new classifications (including appropriate salary levels), reclassify positions, examine requests for salary grade adjustments, analyze allocations, and make recommendations for additions, modifications, and corrections.

Human Resources has reviewed the classification of Registered Veterinary Technician (RVT) with respect to the salary grade. Based on an analysis of the compensable factors of RVT and other classifications in the same and nearby salary grades, RVT is found to be assigned to a lower salary grade when compared with classifications with similar responsibilities, scope of duties, and certification requirements, such as Licensed Vocational Nurse and Nurse Case Assistant. Incumbents work under the supervision of a licensed veterinarian providing routine paramedical health care treatment to animals, assisting the veterinarian performing surgery, and rendering emergency care as directed by the veterinarian. There is no series associated with RVT, it is a single-class position; incumbents must possess a California Registered Veterinary Health Technician or Animal Health Technician certification. It is recommended the salary grade for the classification of Registered Veterinary Technician be adjusted from its current Salary Grade S28B (\$16.77 - \$20.38/hour) to S29D (\$17.75 - \$21.58/hour). The additional salary costs as a result of this adjustment will be absorbed within the current Fiscal Year budget.

Alternative Action/Motion:

Direct staff to study alternatives.

Supplemental Information Available Online at: N/A

Fiscal Impact:

Source of Funding: Budget Unit 2860

Current F/Y Cost: \$4,000. increase

Budgeted in Current F/Y: No

Annual Recurring Cost: \$5,500.
increase

Supervisory District: All

Vote Requirement: Majority

Agreement/Resolution/Ordinance Approved by County Counsel: Yes

CEO Liaison: Janelle Rau, Deputy CEO

CEO Review: Yes

Comments: