

**Before the Board of Supervisors in and for the
County of Monterey, State of California**

Resolution No.: PPPR Control No. 22-027)
HRM Control No. 22-024)

- Adopt a Resolution to:)
 a) Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A)
 to adjust the salary ranges of the Surgical Technician, Obstetrical Technician,)
 and Senior Obstetrical Technician classifications as indicated below; and)
 b) Direct the Human Resources Department to implement the changes in the)
 Advantage HRM System.)

WHEREAS, Natividad administration staff requested a base wage compensation study of the Surgical Technician and Obstetrical Technician classifications to check for salary alignment; and

WHEREAS, Natividad conducted and concluded base wage compensation studies of the Surgical Technician and Obstetrical Technician classification which determined the Surgical Technician is approximately 14.73% and the Obstetrical Technician is approximately 5.43% below the mean of the County’s comparable agencies and are recommended to be adjusted by the approximate percentage identified at top step; and

WHEREAS, Natividad further recommends adjusting the Senior Obstetrical salary by approximately 5.43% at top step in order to maintain the existing salary spread of the series; and

WHEREAS, to implement the recommendations, the actions require the Personnel Policies and Practices Resolution No. 98- 394 Appendix A to be amended; NOW, THEREFORE,

BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

1. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary ranges of the Surgical Technician, Obstetrical Technician and Senior Obstetrical Technician classifications as indicated below:

Classification Title: Surgical Technician							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$33.898	\$35.763	\$37.730	\$39.805	\$41.994	\$44.093	\$46.298	50U27	13	T	9043	H	Non-exempt
\$2,711.88	\$2,861.02	\$3,018.37	\$3,184.37	\$3,359.50	\$3,527.48	\$3,703.85						
\$5,876	\$6,199	\$6,540	\$6,899	\$7,279	\$7,643	\$8,025						

*provided for information purposes only

Classification Title: Obstetrical Technician							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$26.116	\$27.552	\$29.068	\$30.666	\$32.353	\$33.971	\$35.669	50U23	13	T	9043	H	Non-exempt
\$2,089.29	\$2,204.19	\$2,325.42	\$2,453.31	\$2,588.23	\$2,717.64	\$2,853.53						
\$4,527	\$4,776	\$5,038	\$5,316	\$5,608	\$5,888	\$6,183						

*provided for information purposes only

Classification Title: Senior Obstetrical Technician							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$30.031	\$31.683	\$33.425	\$35.264	\$37.203	\$39.063	\$41.016	50U26	10	T	9043	H	Non-exempt
\$2,402.51	\$2,534.64	\$2,674.04	\$2,821.10	\$2,976.25	\$3,125.07	\$3,281.32						
\$5,205	\$5,492	\$5,794	\$6,112	\$6,449	\$6,771	\$7,110						

*provided for information purposes only

2. The Human Resources Department is directed to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this _____ day of _____, 2022, by the following vote, to-wit:

AYES:
NOES:
ABSENT:

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book____for the meeting on _____.

Dated: Valerie Ralph, Clerk of the Board of Supervisors,
County of Monterey, State of California

By _____, Deputy