

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

Resolution No.: PPPR Control No. 23-042 )  
HRM Control No. 23-036 )

- Adopt a Resolution to: )  
a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A and )  
B to create the classification of Obstetrical Technician-Per Diem with the salary )  
range as indicated below effective September 9, 2023; and )  
b) Direct the Human Resources Department to implement the changes in the )  
Advantage Human Resources Management System. )

WHEREAS, Natividad Medical Center (NMC) administration staff has been performing several base wage compensation studies on classifications that have separate per diem classifications compensated at approximately 11.87% more than their counterparts since they are not eligible to receive County benefits; and

WHEREAS, NMC actively seeks to remain aligned with current market trends to remain competitive and continue to recruit, retain and appropriately compensate per diem employees and recommends the creation of a Obstetrical Technician-Per Diem classification to maintain the ability to proactively prepare for fluctuations in patient census and unpredictable gaps in staffing; and

WHEREAS, to implement the recommendation, the action requires the Personnel Policies and Practices Resolution No. 98- 394 Appendix A and B to be amended; NOW, THEREFORE,

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

- Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B are amended to create the Speech Pathologist-Per Diem classification as indicated below effective September 9, 2023:

Classification Title: Obstetrical Technician-Per Diem							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						
\$29.947	\$31.594	\$33.331	\$35.164	\$37.098	\$38.953	\$40.901	50U31	13	T	9043	T	Non-Exempt
\$2,395.73	\$2,527.49	\$2,666.49	\$2,813.14	\$2,967.86	\$3,116.25	\$3,272.06						
\$5,191	\$5,476	\$5,777	\$6,095	\$6,430	\$6,752	\$7,089						

\*provided for information purposes only

- The Human Resources Department is directed to implement the changes in the Advantage Human Resources Management System.

PASSED AND ADOPTED on this \_\_\_\_ day of \_\_\_\_\_, 2023, 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