

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

Resolution No.: 22-335

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

<u>Classification Title:</u> Obstetrical Technician												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$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

<u>Classification Title:</u> Senior Obstetrical Technician												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$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.

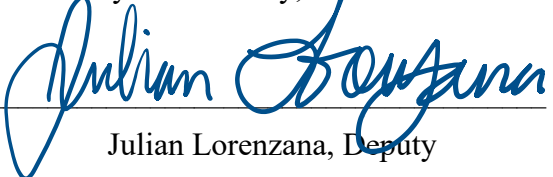
PASSED AND ADOPTED on this 30th day of August 2022, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, and Adams
 NOES: None
 ABSENT: Supervisor Askew
 (Government Code 54953)

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 82 for the meeting August 30, 2022.

Dated: September 1, 2022
 File ID: RES 22-146
 Agenda Item No.: 20

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



Julian Lorenzana, Deputy