

**Before the Board of Supervisors
County of Monterey, State of California**

Resolution No.: 24-042

PPPR Control No. 24-010)

HRM Control No. 24-010)

Adopt a Resolution to:

- a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to create the classification of Speech Pathologist-Per Diem with the salary range as indicated below effective January 27, 2024; and)
- b) Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) 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 Speech Pathologist-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 Appendices 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:

1. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B are amended to create the classification of Speech Pathologist-Per Diem with the salary range as indicated below effective January 27, 2024:

Classification Title: Speech Pathologist-Per Diem												
Hourly, Bi-Weekly and Monthly Pay Rates							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$53.43	\$56.37	\$59.47	\$62.74	\$66.19	\$69.50	\$72.98	50G42	8	P	9043	H	Exempt
\$4,274.63	\$4,509.72	\$4,757.74	\$5,019.40	\$5,295.46	\$5,560.23	\$5,838.24						
\$9,262	\$9,771	\$10,308	\$10,875	\$11,473	\$12,047	\$12,650						

*provided for information purposes only

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

PASSED AND ADOPTED on this 6th day of February 2024, by roll call vote:

AYES: Supervisors Alejo, Church, Askew, and Adams

NOES: None

ABSENT: Supervisor Lopez

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 February 6, 2024.

Dated: February 12, 2024

File ID: RES 24-011

Agenda Item No.: 23

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



Vicente Ramirez, Deputy