

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

Resolution No.: 24-176

PPPR Control No. 24-020)

HRM Control No. 24-020)

Adopt a Resolution to:

- a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Cardiac Sonographer-Per Diem, Clinical Laboratory Scientist-Per Diem, Nuclear Medicine Technologist-Per Diem, Nurse Practitioner III-Per Diem, Occupational Therapist-Per Diem, Pharmacist-Per Diem, Physical Therapist-Per Diem, Radiologic Technologist-Per Diem, Respiratory Care Practitioner-Per Diem, Sonographer-Per Diem and Surgical Technician-Per Diem classifications as indicated below effective May 18, 2024; and
- b) Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

WHEREAS, Natividad recently completed several base wage compensation studies on classifications that have a separate classification with a per diem status; and

WHEREAS, Natividad recommends adjusting the base wage salary to compensate per diem classifications approximately 11.87% above their counterparts to realign with current market trends to remain competitive and continue to recruit, retain and appropriately compensate per diem employees since per diem employees are not eligible to receive County benefits; 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 Cardiac Sonographer-Per Diem, Clinical Laboratory Scientist-Per Diem, Nuclear Medicine Technologist-Per Diem, Nurse Practitioner III-Per Diem, Occupational Therapist-Per Diem, Pharmacist-Per Diem, Physical Therapist-Per Diem, Radiologic Technologist-Per Diem, Respiratory Care Practitioner-Per Diem, Sonographer-Per Diem and Surgical Technician-Per Diem classifications as indicated below effective May 18, 2024:

Classification Title: Cardiac Sonographer-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						
\$59,920	\$63,215	\$66,692	\$70,360	\$74,229	\$77,941	\$81,838	50R36	13	T	9043	T	Non-exempt
\$4,793.60	\$5,057.23	\$5,335.36	\$5,628.79	\$5,938.36	\$6,235.28	\$6,547.04						
\$10,386	\$10,957	\$11,560	\$12,196	\$12,866	\$13,510	\$14,185						

*provided for information purposes only

<u>Classification Title:</u> Clinical Laboratory Scientist-Per Diem												
<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*
\$59,547	\$62,822	\$66,277	\$69,922	\$73,767	\$77,456	\$81,328	50D31	14	T	9043	T	Non-exempt
\$4,763.75	\$5,025.74	\$5,302.14	\$5,593.74	\$5,901.38	\$6,196.45	\$6,506.27						
\$10,321	\$10,889	\$11,488	\$12,120	\$12,786	\$13,426	\$14,097						

*provided for information purposes only

<u>Classification Title:</u> Nuclear Medicine Technologist-Per Diem												
<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*
\$65,013	\$68,589	\$72,361	\$76,341	\$80,539	\$84,566	\$88,795	50R43	13	T	9043	T	Non-exempt
\$5,201.07	\$5,487.12	\$5,788.89	\$6,107.26	\$6,443.14	\$6,765.30	\$7,103.57						
\$11,269	\$11,889	\$12,543	\$13,232	\$13,960	\$14,658	\$15,391						

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<u>Classification Title:</u> Nurse Practitioner III-Per Diem												
<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*
\$86,401	\$91,153	\$96,166	\$101,455	\$107,035	\$112,387	\$118,006	52A99	10	P	9043	SPD	Exempt
\$6,912.11	\$7,292.26	\$7,693.31	\$8,116.42	\$8,562.80	\$8,990.94	\$9,440.49						
\$14,976	\$15,800	\$16,669	\$17,586	\$18,553	\$19,480	\$20,454						

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<u>Classification Title:</u> Occupational Therapist-Per Diem												
<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*
\$52,285	\$55,160	\$58,194	\$61,394	\$64,771	\$68,010	\$71,410	50F30	8	T	9043	T	Non-exempt
\$4,182.78	\$4,412.82	\$4,655.52	\$4,911.56	\$5,181.68	\$5,440.76	\$5,712.80						
\$9,063	\$9,561	\$10,087	\$10,642	\$11,227	\$11,788	\$12,378						

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Classification Title: Pharmacist-Per Diem												
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$74.172	\$78.252	\$82.555	\$87.096	\$91.886	\$96.480	\$101.304						
\$5,933.80	\$6,260.14	\$6,604.43	\$6,967.65	\$7,350.85	\$7,718.39	\$8,104.31	50A31	8	P	9043	T	Non-exempt
\$12,857	\$13,564	\$14,310	\$15,097	\$15,927	\$16,723	\$17,559						

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Classification Title: Physical Therapist-Per Diem												
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$55.855	\$58.927	\$62.168	\$65.587	\$69.194	\$72.654	\$76.286						
\$4,468.42	\$4,714.17	\$4,973.43	\$5,246.95	\$5,535.52	\$5,812.30	\$6,102.91	50G21	8	T	9043	T	Non-exempt
\$9,682	\$10,214	\$10,776	\$11,368	\$11,994	\$12,593	\$13,223						

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Classification Title: Radiologic Technologist-Per Diem												
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$51.964	\$54.822	\$57.837	\$61.017	\$64.373	\$67.592	\$70.971						
\$4,157.10	\$4,385.73	\$4,626.93	\$4,881.39	\$5,149.86	\$5,407.35	\$5,677.72	50R23	14	T	9043	T	Non-exempt
\$9,007	\$9,502	\$10,025	\$10,576	\$11,158	\$11,716	\$12,302						

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Classification Title: Respiratory Care Practitioner-Per Diem												
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$48.435	\$51.099	\$53.909	\$56.874	\$60.002	\$63.002	\$66.152						
\$3,874.81	\$4,087.91	\$4,312.73	\$4,549.92	\$4,800.15	\$5,040.16	\$5,292.17	50P31	14	T	9043	T	Non-exempt
\$8,395	\$8,857	\$9,344	\$9,858	\$10,400	\$10,920	\$11,466						

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Classification Title: Sonographer-Per Diem												
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$57.379	\$60.534	\$63.864	\$67.376	\$71.081	\$74.635	\$78.367						
\$4,590.30	\$4,842.75	\$5,109.09	\$5,390.07	\$5,686.51	\$5,970.83	\$6,269.37	50R33	13	T	9043	T	Non-exempt
\$9,946	\$10,493	\$11,070	\$11,678	\$12,321	\$12,937	\$13,584						

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Classification Title: Surgical Technician-Per Diem												
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$38.870	\$41.008	\$43.263	\$45.642	\$48.152	\$50.560	\$53.088						
\$3,109.58	\$3,280.60	\$3,461.02	\$3,651.37	\$3,852.18	\$4,044.79	\$4,247.03	50U32	10	T	9043	T	Non-exempt
\$6,737	\$7,108	\$7,499	\$7,911	\$8,346	\$8,764	\$9,202						

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

PASSED AND ADOPTED on this 4th day of June 2024, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, Askew, and Adams

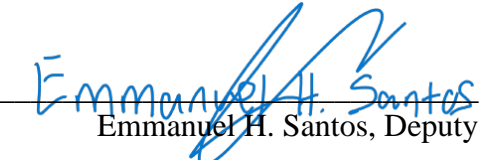
NOES: None

ABSENT: None

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 on June 4, 2024.

Dated: June 6, 2024
File ID: RES 24-090
Agenda Item No. 20

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


Emmanuel H. Santos, Deputy