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	on No. 98-394 Appendix A to)
adjust the salary ranges of the Cardiac Sonograph	er-Per Diem, Clinical)
Laboratory Scientist-Per Diem, Nuclear Medicine	e Technologist-Per Diem,)
Nurse Practitioner III-Per Diem, Occupational Th	erapist-Per Diem, Pharmacist-)
Per Diem, Physical Therapist-Per Diem, Radiolog	gic Technologist-Per Diem,)
Respiratory Care Practitioner-Per Diem, Sonograp	pher-Per Diem and Surgical)
Technician-Per Diem classifications as indicated	below effective May 18, 2024;)
and	_)
b) Direct the Human Resources Department to imple	ement the changes in the)
Advantage Human Resources Management (HRM	1) 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:

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 ScientistPer 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:

Cla	Classification Title: Cardiac Sonographer-Per Diem												
		<u>I</u>	Hourly, Bi-We	ekly and Mon	thly 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*
	\$59.920	\$63.215	\$66.692	\$70.360	\$74.229	\$77.941	\$81.838						
	\$4,793.60	\$5,057.23	\$5,335.36	\$5,628.79	\$5,938.36	\$6,235.28	\$6,547.04	50R36	13	T	9043	T	Non-exempt
	\$10,386	\$10,957	\$11,560	\$12,196	\$12,866	\$13,510	\$14,185						

^{*}provided for information purposes only

Legistar File ID No. RES 24-090 Agenda Item No. 20

_	<u>I</u>	Hourly, Bi-We	ekly and Mont	hly 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
\$59.547	\$62.822	\$66.277	\$69.922	\$73.767	\$77.456	\$81.328						
\$4,763.75	\$5,025.74	\$5,302.14	\$5,593.74	\$5,901.38	\$6,196.45	\$6,506.27	50D31	14	T	9043	T	Non-exemp
\$10,321	\$10,889	\$11,488	\$12,120	\$12,786	\$13,426	\$14,097						
provided f	or informa	tion purpos	ses only									1
Classification	Title: Nuclear	Medicine Tecl	nnologist-Per l	Diem								
			Ü									
	Ī	Hourly, Bi-We	ekly and Mont	hly 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
\$65.013	\$68.589	\$72.361	\$76.341	\$80.539	\$84.566	\$88.795						
\$5,201.07	\$5,487.12	\$5,788.89	\$6,107.26	\$6,443.14	\$6,765.30	\$7,103.57	50R43	13	T	9043	T	Non-exemp
\$11,269	\$11,889	\$12,543	\$13,232	\$13,960	\$14,658	\$15,391						
	\$11,889 For informa			\$13,960	\$14,658	\$15,391						
provided f		tion purpos	ses only	\$13,960	\$14,658	\$15,391						
provided f	or informa	tion purpos	ees only Per Diem		\$14,658	\$15,391						
provided f	or informa	tion purpos	ees only Per Diem		\$14,658	\$15,391						
provided f	or informa	tion purpos	ees only Per Diem		\$14,658 Step 6	\$15,391 Step 7	Class Code	WG*	EEO Cat*	W/C*	BU	FLSA Code
provided f	For informa Title: Nurse Pr	tion purpos ractitioner III-I	Per Diem	hly Pay Rates			Class Code	WG*	EEO Cat*	W/C*	BU	FLSA Code
provided f	Title: Nurse Pr	ractitioner III-I Hourly, Bi-Wee Step 3	Per Diem ekly and Mont Step 4	hly Pay Rates Step 5	Step 6	Step 7	Class Code 52A99	WG*	EEO Cat*	W/C*	BU	FLSA Code
Step 1 \$86.401 \$6,912.11 \$14,976	Title: Nurse Pr Step 2 \$91.153 \$7,292.26 \$15,800	ractitioner III-l Hourly, Bi-We Step 3 \$96.166 \$7,693.31 \$16,669	Per Diem Step 4 \$101.455 \$8,116.42 \$17,586	hly Pay Rates Step 5 \$107.035	Step 6 \$112.387	Step 7 \$118.006						FLSA Code Exempt
Step 1 \$86.401 \$6,912.11 \$14,976	Title: Nurse Pr	ractitioner III-l Hourly, Bi-We Step 3 \$96.166 \$7,693.31 \$16,669	Per Diem Step 4 \$101.455 \$8,116.42 \$17,586	hly Pay Rates Step 5 \$107.035 \$8,562.80	Step 6 \$112.387 \$8,990.94	Step 7 \$118.006 \$9,440.49						
Step 1 \$86.401 \$14,976 provided f	Step 2 S15,800 Sor informa	tion purpos ractitioner III-I Hourly, Bi-We Step 3 \$96.166 \$7,693.31 \$16,669 tion purpos	Per Diem Step 4 \$101.455 \$8,116.42 \$17,586 ses only	hly Pay Rates Step 5 \$107.035 \$8,562.80	Step 6 \$112.387 \$8,990.94	Step 7 \$118.006 \$9,440.49						
Step 1 \$86.401 \$14,976 provided f	Title: Nurse Pr Step 2 \$91.153 \$7,292.26 \$15,800	tion purpos ractitioner III-I Hourly, Bi-We Step 3 \$96.166 \$7,693.31 \$16,669 tion purpos	Per Diem Step 4 \$101.455 \$8,116.42 \$17,586 ses only	hly Pay Rates Step 5 \$107.035 \$8,562.80	Step 6 \$112.387 \$8,990.94	Step 7 \$118.006 \$9,440.49						
Step 1 \$86.401 \$14,976 provided f	Step 2 \$91.153 \$7,292.26 \$15,800 For informa	tion purpos ractitioner III-I Hourly, Bi-We Step 3 \$96.166 \$7,693.31 \$16,669 tion purpos	Per Diem Step 4 \$101.455 \$8,116.42 \$17,586 ses only t-Per Diem	hly Pay Rates Step 5 \$107.035 \$8,562.80 \$18,553	Step 6 \$112.387 \$8,990.94	Step 7 \$118.006 \$9,440.49						
Step 1 \$86.401 \$6,912.11 \$14,976 provided f	Step 2 \$91.153 \$7,292.26 \$15,800 For informa	tion purpos ractitioner III-l Hourly, Bi-We Step 3 \$96.166 \$7,693.31 \$16,669 tion purpos	Per Diem Step 4 \$101.455 \$8,116.42 \$17,586 ses only t-Per Diem	hly Pay Rates Step 5 \$107.035 \$8,562.80 \$18,553	Step 6 \$112.387 \$8,990.94	Step 7 \$118.006 \$9,440.49						Exempt
Step 1 \$86.401 \$14.976 provided f	Step 2 \$91.153 \$7,292.26 \$15,800 For informa	tion purpos ractitioner III-I Hourly, Bi-We Step 3 \$96.166 \$7,693.31 \$16,669 tion purpos ional Therapis	Per Diem Step 4 \$101.455 \$8,116.42 \$17,586 Sees only t-Per Diem	Step 5 \$107.035 \$8,562.80 \$18,553	Step 6 \$112.387 \$8,990.94 \$19,480	Step 7 \$118.006 \$9,440.49 \$20,454	52A99	10	P	9043	SPD	
Step 1 \$86.401 \$6,912.11 \$14,976 Eprovided f	Step 2 Step 2 \$91.153 \$7,292.26 \$15,800 For informa Title: Occupat	step 3 \$96.166 \$7,693.31 \$16,669 tion purpos tional Therapis Hourly, Bi-Wee	Per Diem Step 4 \$101.455 \$8,116.42 \$17,586 Bes only t-Per Diem skly and Mont	hly Pay Rates Step 5 \$107.035 \$8,562.80 \$18,553 hly Pay Rates Step 5	Step 6 \$112.387 \$8,990.94 \$19,480 Step 6	Step 7 \$118.006 \$9,440.49 \$20,454 Step 7	52A99	10	P	9043	SPD	Exempt

Legistar File ID No. RES 24-090 Agenda Item No. 20

	Но	urly, Bi-Week	lv and Month!	v Pav Rates						ı		
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						
55,933.80	\$6,260.14	\$6,604.43	\$6,967.65	\$7,350.85	\$7,718.39	\$8,104.31	50A31	8	P	9043	T	Non-exemp
\$12,857	\$13,564	\$14,310	\$15,097	\$15,927	\$16,723	\$17,559	l					
ovided to	r informatio	n purposes	s only			Т			•		•	
sification Ti	itle: Physical T	nerapist-Per D	iem									
	<u>Ho</u>	urly, Bi-Week	ly and Monthl	y Pay Rates	<u></u>					İ		
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				İ		
84,468.42	\$4,714.17	\$4,973.43	\$5,246.95	\$5,535.52	\$5,812.30	\$6,102.91	50G21	8	T	9043	T	Non-exemp
												1
	\$10,214 or information		<u> </u>	\$11,994 m	\$12,593	\$13,223	<u>_</u> T	 T	<u> </u>		<u>—</u> Т	<u> </u>
ovided fo	or information	on purposes	s only logist-Per Die			\$13,223				T	$\frac{\square}{\Gamma}$	
ovided fo	or information	on purposes	s only logist-Per Die	m		\$13,223 Step 7	Class Cod	le WG 3	EEO Cat	* W/C*	BU	FLS. Code
ovided fo	r information in Title: Radio	on purposes	s only logist-Per Die	m nthly Pay Rate	28 I	Step 7		e WG	EEO Cat	* W/C*	BU	
ovided fo	or information on Title: Radio	logic Technol Hourly, Bi-We	s only logist-Per Die eekly and Mo Step 4	m nthly Pay Rate Step 5	es Step 6	Step 7	1	le WG 3	EEO Cat	* W/C*	BU	
Classification Step 1 \$51.964	n Title: Radio Step 2 \$4,385.73	logic Technol Hourly, Bi-We Step 3 \$57.837	s only logist-Per Die eekly and Mo Step 4 \$61.017	m Step 5 \$64.373	Step 6 \$67.592	Step 7 \$70.97 \$5,677.7	1 50R23	+				Code
Step 1 \$51.964 \$4,157.10 \$9,007	n Title: Radio Step 2 \$4,385.73	logic Technol Hourly, Bi-We Step 3 \$57.837 \$4,626.93 \$10,025	s only logist-Per Die eekly and Mo Step 4 \$61.017 \$4,881.39 \$10,576	m Step 5 \$64.373 \$5,149.86	Step 6 \$67.592 \$5,407.35	Step 7 \$70.97 \$5,677.7	1 50R23	+				Code
Step 1 \$51.964 \$4,157.10 \$9,007	r information Title: Radio Step 2 \$54.822 \$4,385.73 \$9,502	logic Technol Hourly, Bi-We Step 3 \$57.837 \$4,626.93 \$10,025	s only logist-Per Die eekly and Mo Step 4 \$61.017 \$4,881.39 \$10,576	m Step 5 \$64.373 \$5,149.86	Step 6 \$67.592 \$5,407.35	Step 7 \$70.97 \$5,677.7	1 50R23	+				Code
Step 1 \$51.964 \$4,157.10 \$9,007	r information Title: Radio Step 2 \$54.822 \$4,385.73 \$9,502 for information	logic Technol Hourly, Bi-We Step 3 \$57.837 \$4,626.93 \$10,025 ation purpo	s only logist-Per Die eekly and Mo Step 4 \$61.017 \$4,881.39 \$10,576 oses only	m Step 5 \$64.373 \$5,149.86 \$11,158	Step 6 \$67.592 \$5,407.35	Step 7 \$70.97 \$5,677.7	1 50R23	+				Code
Step 1 \$51.964 \$4,157.10 \$9,007	r information Title: Radio Step 2 \$54.822 \$4,385.73 \$9,502	logic Technol Hourly, Bi-We Step 3 \$57.837 \$4,626.93 \$10,025 ation purpo	s only logist-Per Die eekly and Mo Step 4 \$61.017 \$4,881.39 \$10,576 oses only	m Step 5 \$64.373 \$5,149.86 \$11,158	Step 6 \$67.592 \$5,407.35	Step 7 \$70.97 \$5,677.7	1 50R23	+				Code
Step 1 \$51.964 \$4,157.10 \$9,007	r information Title: Radio Step 2 \$54.822 \$4,385.73 \$9,502 for information	on purposes logic Technol Hourly, Bi-We Step 3 \$57.837 \$4,626.93 \$10,025 ation purpo	s only logist-Per Die eekly and Mo Step 4 \$61.017 \$4,881.39 \$10,576 oses only ctitioner-Per I	m Step 5 \$64.373 \$5,149.86 \$11,158 Diem	Step 6 \$67.592 \$5,407.35 \$11,716	Step 7 \$70.97 \$5,677.7	1 50R23	+				Code
Step 1 \$51.964 \$4,157.10 \$9,007	r information Title: Radio Step 2 \$54.822 \$4,385.73 \$9,502 for information	on purposes logic Technol Hourly, Bi-We Step 3 \$57.837 \$4,626.93 \$10,025 ation purpo	s only logist-Per Die eekly and Mo Step 4 \$61.017 \$4,881.39 \$10,576 oses only ctitioner-Per I	m Step 5 \$64.373 \$5,149.86 \$11,158	Step 6 \$67.592 \$5,407.35 \$11,716	Step 7 \$70.97 \$5,677.7	1 50R23	14	Т	9043	Т	Non-ex
Step 1 \$51,964 \$4,157.10 \$9,007 Eprovided Classificatio	r information n Title: Radio Step 2 \$4,385.73 \$9,502 for information n Title: Respire	on purposes logic Technol Hourly, Bi-We Step 3 \$57.837 \$4,626.93 \$10,025 ation purpo atory Care Practice Hourly, Bi-We Step 3	s only logist-Per Die eekly and Mo Step 4 \$61.017 \$4,881.39 \$10,576 oses only ctitioner-Per I	m Step 5 \$64.373 \$5,149.86 \$11,158 Diem onthly Pay Rate Step 5	Step 6 \$67.592 \$5,407.35 \$11,716	Step 7 \$70.97 \$5,677.7: \$12,30	2 50R23 2 Class Coc	14	Т	9043	Т	Non-ex
Step 1 \$51,964 \$4,157.10 \$9,007 Eprovided Classification	step 2 \$4,385.73 \$9,502 for information Title: Respire	on purposes logic Technol Hourly, Bi-We Step 3 \$57.837 \$4,626.93 \$10,025 ation purpo atory Care Practice Hourly, Bi-We Step 3	s only logist-Per Die eekly and Mo Step 4 \$61.017 \$4,881.39 \$10,576 oses only ctitioner-Per I	m Step 5 \$64.373 \$5,149.86 \$11,158 Diem Step 5 \$60.002	Step 6 \$67.592 \$5,407.35 \$11,716 Step 6 \$63.002	Step 7 \$70.97 \$5,677.7: \$12,30:	1 2 50R23 2 Class Coc	14	Т	9043	T BI	Non-ex

Classification	on Title: Sonogra	npher-Per Dien	1									
	_	Hourly, Bi-We	ekly and Mon	thly 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						

^{*}provided for information purposes only

Classification	assification Title: Surgical Technician-Per Diem											
]	Hourly, Bi-We	ekly and Mont	hly 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						

^{*}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 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 A. Santos, Deputy