

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

Resolution No.: 22-337

PPPR Control No. 22-029)

HRM Control No. 22-026)

Adopt a Resolution to:)

- a) Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394)
 Appendices A and B to create the classifications of Cardiac Sonographer and)
 Cardiac Sonographer-Per Diem with the salary ranges as indicated below;)
- b) Amend the Natividad FY 2022-23 Adopted Budget Unit 9600-8142 - Fund 451 -)
 Appropriation Unit NMC001 to reallocate three (3.0) Sonographer to three (3.0))
 Cardiac Sonographer as indicated below; and)
- c) Authorize the County Administrative Office and the Auditor-Controller to)
 incorporate the approved position changes in the FY 2022-23 Adopted Budget)
 and the Human Resources Department to implement the changes in the)
 Advantage HRM System.)

WHEREAS, Natividad Administration requested a classification and base wage compensation study to appropriately classify and compensate unique duties related to cardiac sonography; and

WHEREAS, the classification and base wage compensation study was conducted according to the County’s Compensation Philosophy and the Cardiac Sonographer classification was matched to five (5) of the six (6) hospital comparable agencies; and

WHEREAS, Natividad recommends creating the classification of Cardiac Sonographer and reallocating three (3) vacant Sonographer positions to Cardiac Sonographer to support the Cardiology Clinic and to align service delivery with our comparable agencies; and

WHEREAS, Natividad recommends creating a per-diem Cardiac Sonographer classification to hire additional temporary qualified staff that is immediately available to address the fluctuations in census and shift coverages to ensure that the service line is never interrupted due to staffing issues; and

WHEREAS, the new classification of Cardiac Sonographer-Per Diem is recommended to be created and compensated with a spread of 8.34% above the Cardiac Sonographer classification; and

WHEREAS, to implement the recommendations, the actions require 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 and Appendices A and B is amended to create the classifications and salary ranges of Cardiac Sonographer and Cardiac Sonographer-Per Diem as indicated below:

<u>Classification Title:</u> Cardiac Sonographer												
<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*
\$52.256	\$55.130	\$58.162	\$61.361	\$64.736	\$67.972	\$71.371	50R35	13	T	9043	H	Non-exempt
\$4,180.50	\$4,410.42	\$4,652.98	\$4,908.88	\$5,178.85	\$5,437.79	\$5,709.68						
\$9,058	\$9,556	\$10,081	\$10,636	\$11,221	\$11,782	\$12,371						

<u>Classification Title:</u> Cardiac Sonographer-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*
\$56.614	\$59.728	\$63.013	\$66.478	\$70.134	\$73.641	\$77.323	50R36	13	T	9043	T	Non-exempt
\$4,529.13	\$4,778.22	\$5,041.01	\$5,318.25	\$5,610.74	\$5,891.28	\$6,185.84						
\$9,813	\$10,353	\$10,922	\$11,523	\$12,157	\$12,764	\$13,403						

2. The Natividad FY 2022-23 Adopted Budget Unit 9600-8142 - Fund 451 - Appropriation Unit NMC001 is amended to reallocate three (3) as indicated below:

**Reallocate Positions to Cardiac Sonographer
Cardiac Ultrasound Department
Budget Unit 9600-8142 - Fund 451 - Appropriation Unit NMC001**

From/To	Class Code	Position Title	Position Number	Position Increase/ (Decrease)	Revised Total FTE by Title
From	50R31	Sonographer	0011	(0.9)	5.6
			0004	(0.9)	
			0005	(0.2)	
			0010	(1.0)	
To	50R35	Cardiac Sonographer	0001	0.9	3.0
			0002	0.9	
			0003	0.2	
			0004	1.0	

3. The County Administrative Office and the Auditor-Controller are authorized to incorporate the approved position changes in the FY 2022-23 Adopted Budget and the Human Resources Department 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)

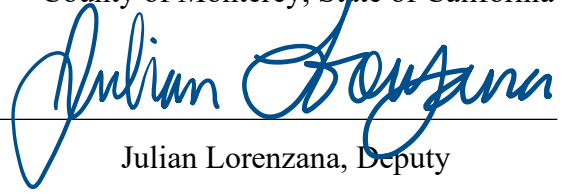
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting August 30, 2022.

Dated: September 1, 2022

File ID: RES 22-157

Agenda Item No.: 26

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



Julian Lorenzana, Deputy