

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

**Resolution No.: 23-352**

PPPR Control No. 23-042 )

HRM Control No. 23-036 )

Adopt a Resolution to:

- a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A and B to create the classification of Obstetrical Technician-Per Diem with the salary range as indicated below effective September 9, 2023; and )
- b) Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management 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 Obstetrical Technician-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 Appendix 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. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B are amended to create the Obstetrical Technician-Per Diem classification as indicated below effective September 9, 2023:

Classification Title: Obstetrical Technician-Per Diem							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						
\$29.947	\$31.594	\$33.331	\$35.164	\$37.098	\$38.953	\$40.901	50U52	13	T	9043	T	Non-Exempt
\$2,395.73	\$2,527.49	\$2,666.49	\$2,813.14	\$2,967.86	\$3,116.25	\$3,272.06						
\$5,191	\$5,476	\$5,777	\$6,095	\$6,430	\$6,752	\$7,089						

\*provided for information purposes only

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

PASSED AND ADOPTED on this 12<sup>th</sup> day of September 2023, 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 September 12, 2023.

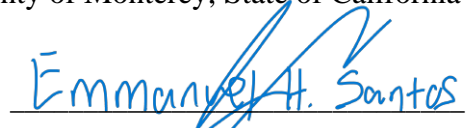
Revised Date: September 29, 2023

File ID: RES 23-160

Agenda Item No.: 32

Valerie Ralph, Clerk of the Board of Supervisors

County of Monterey, State of California



Emmanuel H. Santos, Deputy