

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

Resolution No.:

PPPR Control No. 24-041)

HRM Control No. 24-040)

Adopt a Resolution to:

- a) Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394)
Appendix A to adjust the base wage salary ranges of the Occupational)
Therapist-Per Diem, Physical Therapist-Per Diem, Speech Pathologist-Per Diem)
classifications as indicated below effective January 11, 2025; and)
- b) Direct the Human Resources Department to implement the changes in the)
Advantage Human Resources Management (HRM) System.)

WHEREAS, Natividad Medical Center (NMC) recently completed negotiations which resulted in base wage salary adjustments for classifications within the Therapy Services Department that have a separate classification with a per diem status; and

WHEREAS, NMC recommends adjust 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 recommendation, the action requires 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 base wage salary ranges of the Occupational Therapist-Per Diem, Physical Therapist-Per Diem, Speech Pathologist-Per Diem classifications as indicated below effective January 11, 2025:

Classification Title: Occupational 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*
\$59,814	\$63,103	\$66,574	\$70,235	\$74,098	\$77,803	\$81,693						
\$4,785.11	\$5,048.27	\$5,325.91	\$5,618.82	\$5,927.84	\$6,224.23	\$6,535.45	50F30	8	T	9043	T	Non-exempt
\$10,368	\$10,938	\$11,539	\$12,174	\$12,844	\$13,486	\$14,160						

*provided for information purposes only

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*
\$60,994	\$64,349	\$67,888	\$71,621	\$75,560	\$79,338	\$83,305						
\$4,879.53	\$5,147.89	\$5,431.01	\$5,729.70	\$6,044.82	\$6,347.06	\$6,664.41	50G21	8	T	9043	T	Non-exempt
\$10,572	\$11,154	\$11,767	\$12,414	\$13,097	\$13,752	\$14,440						

*provided for information purposes only

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						
\$58.349	\$61.557	\$64.943	\$68.515	\$72.283	\$75.897	\$79.692						
\$4,667.88	\$4,924.60	\$5,195.44	\$5,481.17	\$5,782.62	\$6,071.75	\$6,375.34	50G42	8	T	9043	T	Exempt
\$10,114	\$10,670	\$11,257	\$11,876	\$12,529	\$13,155	\$13,813						

*provided for information purposes only

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

PASSED AND ADOPTED on this ____ day of _____, 2025, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

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 ____ for the meeting on

_____.

Dated:

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

By _____,
Deputy