

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

Resolution No.: 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												
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

<u>Classification Title:</u> Clinical Laboratory Scientist-Per Diem							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$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							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$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-exempt
\$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							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$86,401	\$91,153	\$96,166	\$101,455	\$107,035	\$112,387	\$118,006						
\$6,912.11	\$7,292.26	\$7,693.31	\$8,116.42	\$8,562.80	\$8,990.94	\$9,440.49	52A99	10	P	9043	SPD	Exempt
\$14,976	\$15,800	\$16,669	\$17,586	\$18,553	\$19,480	\$20,454						

*provided for information purposes only

<u>Classification Title:</u> Occupational Therapist-Per Diem							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$52.285	\$55.160	\$58.194	\$61.394	\$64.771	\$68.010	\$71.410						
\$4,182.78	\$4,412.82	\$4,655.52	\$4,911.56	\$5,181.68	\$5,440.76	\$5,712.80	50F30	8	T	9043	T	Non-exempt
\$9.063	\$9.561	\$10.087	\$10.642	\$11.227	\$11.788	\$12.378						

*provided for information purposes only

<u>Classification Title:</u> Pharmacist-Per Diem							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$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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<u>Classification Title:</u> Physical Therapist-Per Diem							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$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						

*provided for information purposes only

Classification Title: Radiologic Technologist-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						
\$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							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						
\$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							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						
\$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							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						
\$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 ____ day of _____, 2024, 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