

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

Resolution No.: 24-423

PPPR Control No. 24-040)

HRM Control No. 24-039)

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 Obstetrical Technician,)
Senior Obstetrical Technician and Obstetrical Technician-Per Diem)
classifications as indicated below effective December 14, 2024; and)
b) Direct the Human Resources Department to implement the changes in the)
Advantage Human Resources Management (HRM) System.)

WHEREAS, Natividad Medical Center (NMC) administration staff requested a base wage compensation study of the Obstetrical Technician classification series; and

WHEREAS, NMC conducted a base wage compensation study of the Obstetrical Technician classification which determined Obstetrical Technician is approximately 9.75% below the mean of the County's comparable agencies and it is recommended to adjust the base wage salary of Obstetrical Technician by the approximate percentage identified at top step and maintain the spread throughout the classification series; 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 Obstetrical Technician, Senior Obstetrical Technician and Obstetrical Technician-Per Diem classifications as indicated below effective December 14, 2024:

<u>Classification Title:</u> Obstetrical Technician												
<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*
\$30.554	\$32.235	\$34.007	\$35.878	\$37.851	\$39.743	\$41.731	50U23	13	T	9043	H	Non-exempt
\$2,444.34	\$2,578.77	\$2,720.59	\$2,870.22	\$3,028.07	\$3,179.48	\$3,338.45						
\$5,296	\$5,587	\$5,895	\$6,219	\$6,561	\$6,889	\$7,233						

*provided for information purposes only

<u>Classification Title:</u> Senior Obstetrical Technician												
<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*
\$35.134	\$37.067	\$39.105	\$41.256	\$43.525	\$45.701	\$47.986	50U26	10	T	9043	H	Non-exempt
\$2,810.74	\$2,965.32	\$3,128.41	\$3,300.46	\$3,481.98	\$3,656.08	\$3,838.88						
\$6,090	\$6,425	\$6,778	\$7,151	\$7,544	\$7,921	\$8,318						

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<u>Classification Title:</u> Obstetrical Technician-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*
\$32.867	\$34.674	\$36.581	\$38.593	\$40.716	\$42.751	\$44.889	50U52	13	T	9043	T	Non-exempt
\$2,629.33	\$2,773.93	\$2,926.49	\$3,087.44	\$3,257.24	\$3,420.10	\$3,591.11						
\$5,697	\$6,010	\$6,341	\$6,689	\$7,057	\$7,410	\$7,781						

*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 3rd day of December 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 December 3, 2024.

Dated: December 10, 2024

File ID: RES 24-187

Agenda Item No.: 53

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

Vicente Ramirez, Deputy