

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

Resolution No.: 23-012

PPPR Control No. 23-006)

HRM Control No. 23-006)

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, Nuclear Medicine Technologist-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; and)
- b) Direct the Human Resources Department to implement the changes in the Advantage 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, Nuclear Medicine Technologist-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:

Classification Title: Cardiac 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						
\$58,459	\$61,674	\$65,066	\$68,644	\$72,420	\$76,041	\$79,843	50R36	13	T	9043	T	Non-exempt
\$4,676.73	\$4,933.93	\$5,205.28	\$5,491.56	\$5,793.58	\$6,083.26	\$6,387.42						
\$10,133	\$10,690	\$11,278	\$11,898	\$12,553	\$13,180	\$13,839						

*provided for information purposes only

<u>Classification Title:</u> Nuclear Medicine Technologist-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*
\$63.428	\$66.916	\$70.596	\$74.479	\$78.575	\$82.504	\$86.629	50R43	13	T	9043	T	Non-exempt
\$5,074.21	\$5,353.28	\$5,647.69	\$5,958.30	\$6,285.99	\$6,600.29	\$6,930.30						
\$10,994	\$11,599	\$12,237	\$12,910	\$13,620	\$14,301	\$15,016						

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<u>Classification Title:</u> Occupational Therapist-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*
\$48.790	\$51.473	\$54.304	\$57.290	\$60.441	\$63.463	\$66.636	50F30	8	T	9043	T	Non-exempt
\$3,903.18	\$4,117.84	\$4,344.31	\$4,583.24	\$4,835.30	\$5,077.07	\$5,330.92						
\$8,457	\$8,922	\$9,413	\$9,930	\$10,476	\$11,000	\$11,550						

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<u>Classification Title:</u> Pharmacist-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*
\$72.363	\$76.343	\$80.541	\$84.971	\$89.644	\$94.126	\$98.833	50A31	8	T	9043	T	Non-exempt
\$5,789.05	\$6,107.43	\$6,443.32	\$6,797.68	\$7,171.53	\$7,530.11	\$7,906.61						
\$12,543	\$13,233	\$13,961	\$14,728	\$15,538	\$16,315	\$17,131						

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<u>Classification Title:</u> Physical Therapist-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*
\$48.790	\$51.473	\$54.304	\$57.290	\$60.441	\$63.463	\$66.636	50G21	8	T	9043	T	Non-exempt
\$3,903.18	\$4,117.84	\$4,344.31	\$4,583.24	\$4,835.30	\$5,077.07	\$5,330.92						
\$8,457	\$8,922	\$9,413	\$9,930	\$10,476	\$11,000	\$11,550						

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<u>Classification Title:</u> Radiologic Technologist-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*	
\$45.676	\$48.188	\$50.839	\$53.635	\$56.584	\$59.414	\$62.384	50R23	14	T	9043	T	Non-exempt	
\$3,654.11	\$3,855.08	\$4,067.10	\$4,290.77	\$4,526.75	\$4,753.09	\$4,990.74							
\$7,917	\$8,353	\$8,812	\$9,297	\$9,808	\$10,298	\$10,813							

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- The Human Resources Department is directed to implement the changes in the Advantage HRM System.

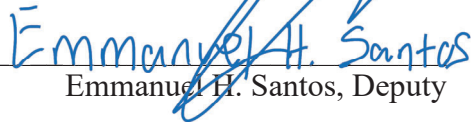
PASSED AND ADOPTED on this 24th day of January 2023, by roll call vote:

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 on January 24, 2023.

Dated: January 25, 2023
 File ID: RES 23-002
 Agenda Item No. 23

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


 Emmanuel H. Santos, Deputy