

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

Resolution No.: 26-133

PPPR Control No. 26-007
HRM Control No. 26-008)

Adopt a Resolution to:)

- a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Occupational Therapist-Per Diem, Physical Therapist-Per Diem, Speech Pathologist-Per Diem, Pharmacist-Per Diem, Clinical Laboratory Scientist-Per Diem, Respiratory Care Practitioner-Per Diem, Interventional Radiological Technologist-Per Diem, Radiological Technologist-Per Diem, Sonographer-Per Diem, Cardiac Sonographer-Per Diem, Nuclear Medicine Technologist-Per Diem, Surgical Technician-Per Diem and Obstetrical Technician-Per Diem classifications as indicated below, effective May 2, 2026; and)
- b) Authorize and 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 Occupational Therapist-Per Diem, Physical Therapist-Per Diem, Speech Pathologist-Per Diem, Pharmacist-Per Diem, Clinical Laboratory Scientist-Per Diem, Respiratory Care Practitioner-Per Diem, Interventional Radiological Technologist-Per Diem, Radiological Technologist-Per Diem, Sonographer-Per Diem, Cardiac Sonographer-Per Diem, Nuclear Medicine Technologist-Per Diem, Surgical Technician-Per Diem and Obstetrical Technician-Per Diem classifications as indicated below:

<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*	
\$62.206	\$65.628	\$69.237	\$73.045	\$77.062	\$80.915	\$84.961	50F30	8	T	9043	T	Non-exempt	
\$4,976.51	\$5,250.21	\$5,538.95	\$5,843.58	\$6,164.96	\$6,473.20	\$6,796.86							
\$10,782	\$11,375	\$12,001	\$12,661	\$13,357	\$14,025	\$14,727							

*provided for information purposes only

<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*	
\$63.434	\$66.923	\$70.603	\$74.486	\$78.583	\$82.512	\$86.638	50G21	8	T	9043	T	Non-exempt	
\$5,074.74	\$5,353.83	\$5,648.28	\$5,958.92	\$6,286.64	\$6,600.97	\$6,931.02							
\$10,995	\$11,600	\$12,238	\$12,911	\$13,621	\$14,302	\$15,017							

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<u>Classification Title:</u> Speech Pathologist-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*	
\$60.682	\$64.019	\$67.540	\$71.255	\$75.174	\$78.932	\$82.879	50G42	8	T	9043	P	Exempt	
\$4,854.57	\$5,121.55	\$5,403.22	\$5,700.38	\$6,013.89	\$6,314.58	\$6,630.31							
\$10,518	\$11,097	\$11,707	\$12,351	\$13,030	\$13,682	\$14,366							

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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*	
\$80.225	\$84.637	\$89.292	\$94.202	\$99.383	\$104.352	\$109.570	50A31	8	T	9043	P	Non-exempt	
\$6,417.97	\$6,770.94	\$7,143.33	\$7,536.19	\$7,950.65	\$8,348.19	\$8,765.60							
\$13,906	\$14,670	\$15,477	\$16,328	\$17,226	\$18,088	\$18,992							

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<u>Classification Title:</u> Clinical Laboratory Scientist-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*	
\$64.406	\$67.948	\$71.685	\$75.627	\$79.786	\$83.776	\$87.964	50D31	14	T	9043	T	Non-exempt	
\$5,152.45	\$5,435.82	\$5,734.78	\$6,050.17	\$6,382.91	\$6,702.06	\$7,037.16							
\$11,164	\$11,778	\$12,425	\$13,109	\$13,830	\$14,521	\$15,247							

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<u>Classification Title:</u> Respiratory Care Practitioner-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*	
\$52.387	\$55.268	\$58.308	\$61.515	\$64.898	\$68.143	\$71.550	50P31	14	T	9043	T	Non-exempt	
\$4,190.97	\$4,421.47	\$4,664.63	\$4,921.17	\$5,191.82	\$5,451.41	\$5,723.99							
\$9,080	\$9,580	\$10,107	\$10,663	\$11,249	\$11,811	\$12,402							

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<u>Classification Title:</u> Interventional 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*	
\$62.998	\$66.463	\$70.118	\$73.975	\$78.043	\$81.945	\$86.043	50R19	14	T	9043	T	Non-exempt	
\$5,039.88	\$5,317.06	\$5,609.48	\$5,917.98	\$6,243.45	\$6,555.62	\$6,883.41							
\$10,920	\$11,520	\$12,154	\$12,822	\$13,527	\$14,204	\$14,914							

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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*	
\$56.204	\$59.295	\$62.556	\$65.997	\$69.626	\$73.108	\$76.763	50R23	14	T	9043	T	Non-exempt	
\$4,496.33	\$4,743.62	\$5,004.50	\$5,279.73	\$5,570.10	\$5,848.61	\$6,141.04							
\$9,742	\$10,278	\$10,843	\$11,439	\$12,069	\$12,672	\$13,306							

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<u>Classification Title:</u> Sonographer-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*	
\$62.061	\$65.474	\$69.075	\$72.874	\$76.881	\$80.725	\$84.762	50R33	13	T	9043	T	Non-exempt	
\$4,964.85	\$5,237.90	\$5,525.97	\$5,829.88	\$6,150.51	\$6,458.03	\$6,780.93							
\$10,757	\$11,349	\$11,973	\$12,631	\$13,326	\$13,992	\$14,692							

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<u>Classification Title: Cardiac Sonographer-Per Diem</u>													
<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	W G *	EE O Cat *	W/C *	B U	FLSA Code*	
\$67.804	\$71.533	\$75.467	\$79.618	\$83.996	\$88.196	\$92.606	50R3 6	13	T	9043	T	Non-exempt	
\$5,424.32	\$5,722.65	\$6,037.37	\$6,369.41	\$6,719.71	\$7,055.69	\$7,408.48							
\$11,753	\$12,399	\$13,081	\$13,800	\$14,559	\$15,287	\$16,052							

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<u>Classification Title: Nuclear Medicine Technologist-Per Diem</u>													
<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	W G *	EE O Cat *	W/C *	B U	FLSA Code*	
\$70.319	\$74.186	\$78.266	\$82.570	\$87.111	\$91.467	\$96.040	50R4 3	13	T	9043	T	Non-exempt	
\$5,625.49	\$5,934.88	\$6,261.28	\$6,605.63	\$6,968.92	\$7,317.36	\$7,683.23							
\$12,189	\$12,859	\$13,566	\$14,312	\$15,099	\$15,854	\$16,647							

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<u>Classification Title: Surgical Technician-Per Diem</u>													
<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	W G *	EE O Cat *	W/C *	B U	FLSA Code*	
\$44.705	\$47.164	\$49.757	\$52.494	\$55.381	\$58.150	\$61.058	50U3 2	10	T	9043	T	Non-exempt	
\$3,576.40	\$3,773.09	\$3,980.60	\$4,199.52	\$4,430.48	\$4,652.00	\$4,884.60							
\$7,749	\$8,175	\$8,625	\$9,099	\$9,599	\$10,079	\$10,583							

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Classification Title: Obstetrical Technician-Per Diem							Class Code	W G *	EE O Cat *	W/C *	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$35.548	\$37.503	\$39.566	\$41.742	\$44.038	\$46.240	\$48.552	50U5 2	13	T	9043	T	Non-exempt
\$2,843.87	\$3,000.28	\$3,165.28	\$3,339.36	\$3,523.02	\$3,699.17	\$3,884.13						
\$6,162	\$6,501	\$6,858	\$7,235	\$7,633	\$8,015	\$8,416						

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

PASSED AND ADOPTED on this 28th day of April 2026, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, Root Askew and Daniels

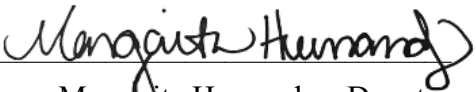
NOES: None

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 April 28, 2026.

Dated: April 28, 2026
 File ID: RES 26-057
 Agenda Item No.: 27

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


 Margarita Hernandez, Deputy