

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

Resolution No.: _____ PPPR Control No. 22-018)

Adopts a Resolution to: _____)

- a. Amend the Personnel Policies and Practices Resolution No. 98-394 to modify Section A.9.1.2 Standby to add the Cardiac Sonographer Per Diem classification to the list of classifications in the Diagnostic Imaging Department who receive standby pay; and _____)
- b. Authorize the Human Resources Department and Auditor Controller's Office to implement the changes. _____)

WHEREAS, Natividad requested amendments to the Monterey County Personnel Policies and Practices Resolution No. 98-394 (PPPR), to compensate both regular and per-diem employees in specified classifications in the Diagnostic Imaging Department at the same rate of pay for standby duty; and

WHEREAS, Natividad currently places off duty regular employees in specified classifications in the Diagnostic Imaging Department on standby duty, requiring them to hold themselves available for immediate response when needed, at a pay rate of \$18 per hour, in accordance with the Memorandum of Understanding between SEIU-Local 521 and the County of Monterey for represented employees in Unit H; and

WHEREAS, Natividad also places off duty per-diem employees in the same roles in the Diagnostic Imaging Department on standby duty, requiring them to hold themselves available for immediate response when needed, at a current pay rate of \$18 per hour, in accordance with the Monterey County Personnel Policies and Practices Resolution No. 98-394; and

WHEREAS, Natividad requested to add the newly created Cardiac Sonographer Per Diem classification to the list of classifications in the Diagnostic Imaging Department to be compensated at the same pay rate of \$18 per hour when placed on standby duty; and

WHEREAS, the actions require the Personnel Policies and Practices Resolution No. 98-394 to be amended; NOW, THEREFORE,

BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

1. The Personnel Policies and Practices Resolution No. 98-394 is amended to revise Section A.9.1.2 Standby as indicated below:

A.9 SPECIAL PAY PRACTICES

- A.9.1.2 In addition to the above, an Appointing Authority at Natividad Medical Center may place per-diem off duty employees on standby duty. An employee who is required to hold him/herself available for immediate response to the Hospital (i.e. within 30 minutes) in the below-listed classes shall be compensated for standby pay at the rate of eighteen dollars (\$18) per hour.

Nuclear Medicine Technologist – Per Diem
Radiologic Technologist – Per Diem
Sonographer – Per Diem
Cardiac Sonographer – Per Diem

Standby duty and compensation shall cease when the employee actually reports for duty. A minimum of one (1) hour of "on duty" pay shall be paid when a per-diem employee in one of the above-listed classifications on standby status is called and reports for duty. No employee shall be paid for standby duty time and other compensable duty time simultaneously.

2. The Human Resources Department is directed to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this ____ day of _____, 2022, 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