

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

Resolution No.: PPPR Control No. 24-039 )  
HRM Control No. 24-038 )

- 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 Surgical Technician )  
and Surgical 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 Surgical Technician classification series; and

WHEREAS, NMC conducted a base wage compensation study of the Surgical Technician classification which determined Surgical Technician is approximately 6.34% below the mean of the County’s comparable agencies and it is recommended to adjust the base wage salary of Surgical 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 Surgical Technician and Surgical Technician-Per Diem classifications as indicated below effective December 14, 2024:

2. <u>Classification Title:</u> Surgical 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*
\$38.425	\$40.538	\$42.768	\$45.120	\$47.601	\$49.981	\$52.480	50U27	13	T	9043	H	Non-exempt
\$3,074.00	\$3,243.07	\$3,421.42	\$3,609.59	\$3,808.11	\$3,998.51	\$4,198.44						
\$6,660	\$7,027	\$7,413	\$7,821	\$8,251	\$8,663	\$9,097						

\*provided for information purposes only

<u>Classification Title:</u> Surgical 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*
\$41.334	\$43.607	\$46.006	\$48.536	\$51.205	\$53.766	\$56.454	50U32	10	T	9043	T	Non-exempt
\$3,306.74	\$3,488.60	\$3,680.46	\$3,882.87	\$4,096.42	\$4,301.24	\$4,516.30						
\$7,165	\$7,559	\$7,974	\$8,413	\$8,876	\$9,319	\$9,785						

\*provided for information purposes only

3. 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