



County of Monterey

Item No.27

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: RES 26-057

April 28, 2026

Introduced: 4/14/2026

Current Status: Natividad Medical Center -
Consent

Version: 1

Matter Type: BoS Resolution

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) 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 in Attachment A, effective May 2, 2026; and
- b. Authorize and direct the County Human Resources Department to implement the changes in the Advantage Human Resources Management system.

RECOMMENDATION:

It is recommended that the Board of Supervisors consider adopting a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) 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 in Attachment A, effective May 2, 2026; and
- b. Authorize and direct the County Human Resources Department to implement the changes in the Advantage Human Resources Management system.

SUMMARY:

Natividad Medical Center (NMC) is seeking to work with the Human Resources Department to realign per diem salary ranges to remain competitive and to continue to recruit, retain and appropriately compensate per diem employees that are not eligible to receive County benefits.

DISCUSSION:

NMC has designated several classifications with per diem status and aims to compensate them approximately 11.87% more than their counterparts since they are ineligible to receive County benefits.

Due to negotiated cost-of-living-adjustments, the salaries of the per diem classifications have fallen out

of alignment with the regular classifications. NMC recommends adjusting the salary ranges for the above mentioned per diem classifications.

OTHER AGENCY INVOLVEMENT/COMMITTEE ACTIONS:

The Human Resources Department concurs with the recommendations. Service Employees International Union (SEIU) Local 521 has been notified of the recommendations.

HOUSING IMPACTS:

- Reduces constraints on Housing Development
- Increases constraints on Housing Development
- Neutral
- Not applicable [N/A]

QUALITATIVE SUMMARY of potential impacts of the policy/program on Housing: N/A

HOUSING CONSTRAINTS: N/A

FINANCING:

The funding for personnel costs is provided by Natividad Medical Center's enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. Funding will be provided from NMC's Enterprise Fund 451-9600-6111. The salary and benefits increase for Natividad Budget Unit 9600-8142-Fund 451-Appropriation Unit NMC001 for the remainder of FY 2025-26 is approximately \$69,600 and then \$361,922 annually thereafter. This action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:

The proposed recommended actions address the Board of Supervisors Dynamic Organization and Employer of Choice goal. The actions demonstrate the County's commitment to meeting the Board's goals in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

- Well-Being and Quality of Life
- Sustainable Infrastructure for the Present and Future
- Safe and Resilient Communities
- Diverse and Thriving Economy
- Dynamic Organization and Employer of Choice

Link to the Strategic Plan:

<https://www.countyofmonterey.gov/home/showdocument?id=139569>

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Attachments:
Attachment A
Resolution