

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

Resolution No.: 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:

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

*provided for information purposes only

<u>Classification Title: Physical Therapist-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	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$63.434	\$66.923	\$70.603	\$74.486	\$78.583	\$82.512	\$86.638						
\$5,074.74	\$5,353.83	\$5,648.28	\$5,958.92	\$6,286.64	\$6,600.97	\$6,931.02	50G21	8	T	9043	T	Non-exempt
\$10,995	\$11,600	\$12,238	\$12,911	\$13,621	\$14,302	\$15,017						

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

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<u>Classification Title: Pharmacist-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	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$80.225	\$84.637	\$89.292	\$94.202	\$99.383	\$104.352	\$109.570						
\$6,417.97	\$6,770.94	\$7,143.33	\$7,536.19	\$7,950.65	\$8,348.19	\$8,765.60	50A31	8	T	9043	P	Non-exempt
\$13,906	\$14,670	\$15,477	\$16,328	\$17,226	\$18,088	\$18,992						

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<u>Classification Title: Clinical Laboratory Scientist-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	WG *	EEO Cat*	W/C*	BU	FLSA Code*
\$64.406	\$67.948	\$71.685	\$75.627	\$79.786	\$83.776	\$87.964						
\$5,152.45	\$5,435.82	\$5,734.78	\$6,050.17	\$6,382.91	\$6,702.06	\$7,037.16	50D31	14	T	9043	T	Non-exempt
\$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:</u> Cardiac 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*
\$67.804	\$71.533	\$75.467	\$79.618	\$83.996	\$88.196	\$92.606	50R36	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:</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*
\$70.319	\$74.186	\$78.266	\$82.570	\$87.111	\$91.467	\$96.040	50R43	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:</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*
\$44.705	\$47.164	\$49.757	\$52.494	\$55.381	\$58.150	\$61.058	50U32	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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<u>Classification Title:</u> Obstetrical 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*
\$35.548	\$37.503	\$39.566	\$41.742	\$44.038	\$46.240	\$48.552	50U52	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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2. The Human Resources Department is authorized and directed to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this ____ day of _____, 2026, 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