



County of Monterey

Item No.

Board Report

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

Legistar File Number: RES 23-171

September 12, 2023

Introduced: 8/30/2023

Current Status: Agenda Ready

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 base wage salary ranges of the Physical Therapist, Physical Therapist - Per Diem, Physical Therapist-Physically Handicapped Children, and Senior Physical Therapist-Physically Handicapped Children classifications as indicated in Attachment A effective September 9, 2023;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary ranges of the Occupational Therapist, Occupational Therapist - Per Diem, and Occupational Therapist-Physically Handicapped Children classifications as indicated in Attachment A effective September 9, 2023;
- c. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary ranges of the Supervising Therapist and Supervising Therapist-Medical Therapy Program classifications as indicated in Attachment A effective September 9, 2023;
- d. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) 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 base wage salary ranges of the Physical Therapist, Physical Therapist - Per Diem, Physical Therapist-Physically Handicapped Children, and Senior Physical Therapist-Physically Handicapped Children classifications as indicated in Attachment A effective September 9, 2023;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary ranges of the Occupational Therapist, Occupational Therapist - Per Diem, and Occupational Therapist-Physically Handicapped Children classifications as indicated in Attachment A effective September 9, 2023;
- c. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary ranges of the Supervising Therapist and Supervising Therapist-Medical Therapy Program classifications as indicated in Attachment A effective September 9, 2023;
- d. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) system.

SUMMARY/DISCUSSION:

The Human Resources Department and Natividad Human Resources completed base wage compensation studies of the Physical Therapist, Physical Therapist-Physically Handicapped Children, Occupational Therapist, and Occupational Therapist-Physically Handicapped Children classifications. As some of these classifications are part of a series, these studies impact the following classifications:

Physical Therapist, Physical Therapist - Per Diem, Physical Therapist-Physically Handicapped Children, Senior Physical Therapist-Physically Handicapped Children, Supervising Therapist, Occupational Therapist, Occupational Therapist - Per Diem, Occupational Therapist-Physically Handicapped Children, and Supervising Therapist-Medical Therapy Program classifications.

The base wage analysis of the County's hospital comparable agencies found that based on the duties performed, the benchmark classifications of Physical Therapist and Occupational Therapist were matched to all of the six (6) hospital comparable agencies in Alameda, Contra Costa Regional, Hazel Hawkins Hospital, Salinas Valley Health, San Mateo Medical Center, and Santa Clara Valley Medical Center. The base wage salary of the Physical Therapist and Occupational Therapist classifications were both found to be below the salary mean of the comparable agencies' classifications. The Physical Therapist classification was found to be approximately 11.69% below; and the Occupational Therapist was found to be approximately 4.55% below the salary mean.

To promote the Human Resources Department's mission to make the County the employer of choice, the goal is to provide labor market competitive wages by setting base wages within five percent (5% = - 4.495% with rounding) of the average of the agencies identified. The County's philosophy is to maintain a competitive compensation package that attracts and retains the highest quality candidates and employees to serve the community while maintaining sound fiscal standards.

In accordance with the Compensation Philosophy, the base wage salary of the Physical Therapist classification would need to be adjusted by approximately 11.69% at top step in order to align it with the labor market average and maintain the spread of the series. In addition, the Occupational Therapist would need to be adjusted by approximately 4.55% at top step in order to align it with the labor market average and maintain the spread of the series.

Furthermore, through the implementation analysis of the Physical Therapist and Occupational Therapist base wage compensation studies, it was identified that the Physical Therapist-Physically Handicapped Children and Occupational Therapist-Physically Handicapped Children classification series at the Health Department have historically earned about 2% more than the Physical Therapist and Occupational Therapist classifications. In accordance with Section 8 "Internal Comparison" of the County's Compensation Philosophy, it was determined that it is in the best interest of the County to align the salaries of the Physical Therapist and Physical Therapist-Physically Handicapped Children and the Occupational Therapist and Occupational Therapist-Physically Handicapped Children classifications as these classifications have similarities in the scope of work and licensing requirements. Lastly, aligning the salaries will allow the County to attract and retain employees into these difficult-to-fill classifications.

OTHER AGENCY INVOLVEMENT:

The Board of Supervisors Budget Committee, Health Department and Natividad have reviewed and concur with the recommendations. In addition, the Service Employees International Union (SEIU) Local 521 has been notified of the recommendations.

FINANCING:

The estimated impact to the Health Department's Behavioral Health Bureau for the remainder of FY

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2023-24 is approximately \$3,172 or \$3,806 annually and to the Public Health Bureau \$108,609 or \$130,330 annually. Both bureaus will manage the additional costs within their Fiscal Year 2023-24 Adopted Budget.

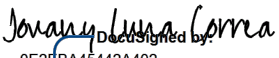
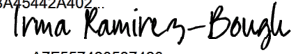
The salary and benefits increased costs to Natividad for the current positions (20.8 FTE filled, 6.4 FTE vacant) budgeted for the remainder of Fiscal Year 2023-24 is approximately \$277,643 or \$333,172 annually. The funding for personnel costs is provided by Natividad’s enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. This action does not impact the General Fund.

BOARD OF SUPERVISORS’ STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County’s commitment to meeting the Board’s initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Attachments:
Attachment A
Resolution