

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

Resolution No.: PPPR Control No. 24-013 )  
HRM Control No. 24-013 )

- Adopt a Resolution to: )  
 a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to )  
 adjust the salary range of the Rehabilitative Services Manager classification as )  
 indicated below effective March 9, 2024; and )  
 b) Direct the Human Resources Department to implement the changes in the )  
 Advantage Human Resources Management (HRM) System. )

WHEREAS, the Human Resources Department and Natividad Medical Center (NMC) Human Resources completed base wage compensation studies of all the therapist classification series used at the hospital; and

WHEREAS, the base wage salary of the Rehabilitative Services Manager was discovered to be only 1.44% above the subordinate classification of Supervising Therapist; and

WHEREAS, it is recommended to adjust the base wage salary of Rehabilitative Services Manager by 5% at top step to maintain a spread between the classifications and resolve the compaction issue; 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:

- Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary range of the Rehabilitative Services Manager classification as indicated below effective March 9, 2024:

Classification Title: Rehabilitative Services Manager							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						
\$64.754	\$68.315	\$72.073	\$76.036	\$80.218	\$84.229	\$88.440						
\$5,180.33	\$5,465.23	\$5,765.80	\$6,082.91	\$6,417.45	\$6,738.32	\$7,075.24	50G95	7	P	9043	X	Exempt
\$11,224	\$11,841	\$12,493	\$13,180	\$13,904	\$14,600	\$15,330						

\*provided for information purposes only

- 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