



# County of Monterey

**Item No.**

## Board Report

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

**Legistar File Number: RES 24-040**

**March 19, 2024**

**Introduced:** 2/21/2024

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** BoS Resolution

Adopt 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 in Attachment A effective March 9, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

### **..Report**

#### RECOMMENDATION:

It is recommended that the Board of Supervisors consider adopting 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 in Attachment A effective March 9, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

#### SUMMARY/DISCUSSION:

After implementing salary adjustments in September 2023 for the Physical Therapist class series, it was discovered that the salary range for the Rehabilitative Services Manager classification is only 1.44% above the subordinate classification of Supervising Therapist. Natividad Medical Center (Natividad) recommends adjusting the current salary of Rehabilitative Services Manager by 5% to realign the management level classification salary and resolve the compaction issue.

#### OTHER AGENCY INVOLVEMENT:

Natividad consulted with the Human Resources Department/Labor Division regarding this recommendation.

#### FINANCING:

The salary and benefits increased costs for the current position (1.0 FTE filled) budgeted for the Fiscal Year 2023-24 is approximately \$3,369 and then \$8,760 annually thereafter. The funding for personnel costs is provided by NMC'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

Charles R. Harris  
Charles R. Harris, M.D., Chief Executive Officer

3/05/24  
Date