



County of Monterey

Item No.

Board Report

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

Legistar File Number: RES 24-031

March 12, 2024

Introduced: 2/12/2024

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to retitle the classification of Physical Therapist Helper to Therapy Aide and to adjust the salary range as indicated in Attachment A effective February 24, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

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RECOMMENDATION:

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

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to retitle the classification of Physical Therapist Helper to Therapy Aide and to adjust the salary range as indicated in Attachment A effective February 24, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:

A base wage compensation study of the Physical Therapist Helper classification was requested by Natividad administrative staff. The reasons cited for the request were recruitment difficulties and to check for salary alignment with the hospital comparable agencies identified in the County's Compensation Philosophy which was last updated in January 2023.

The base wage analysis of the County's hospital comparable agencies found that based on the duties performed, the Physical Therapist Helper classification was matched to five (5) of the six (6) hospital comparable agencies and is approximately 34.08% below the salary mean.

To promote the County as 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.

Therefore, in accordance with the County's Compensation Philosophy, Natividad recommends adjusting the base wage salary of the Physical Therapist Helper classification by approximately 34.08% at top step in order to align with the labor market average.

It is further recommended that the classification be retitled from Physical Therapist Helper to Therapy Aide to be more reflective of the various types of therapy that this position can assist with.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

There is a salary increase of approximately \$49,271 as a result of these actions for Natividad Medical Center (Unit 9600) FY 2023-24 Adopted Budget. 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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Approved by: Janine Bouyea, Hospital Assistant Administrator, (831) 783-2701

Dr. Charles Harris, Hospital Chief Executive Officer, (831) 783-2553

Attachments:

Attachment A

Resolution

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

2/26/24
Date