

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

Resolution No.: PPPR Control No. 24-011)
HRM Control No. 24-011)

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

WHEREAS, Natividad Medical Center (NMC) administration staff requested a base wage compensation study of the Physical Therapist Helper classification; and

WHEREAS, NMC conducted a base wage compensation study of the Physical Therapist Helper classification which found that it is approximately 34.08% below the mean of the County's comparable agencies and it is recommended to adjust the base wage salary of Physical Therapist Helper by the approximate percentage identified at top step; and

WHEREAS, it is recommended to retitle the classification from Physical Therapist Helper to Therapy Aide so that it reflects the current duties performed by the classification; and

WHEREAS, to implement the recommendations, these actions require the Personnel Policies and Practices Resolution No. 98- 394 Appendices A and B 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 Appendices A and B are amended to retitle the classification of Physical Therapist Helper to Therapy Aide and adjust the base wage salary range as indicated below effective February 24, 2024:

<u>Classification Title: Therapy Aide</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$25.209	\$26.596	\$28.058	\$29.601	\$31.229	\$32.791	\$34.430	50U19	14	PP	9043	H	Non-Exempt
\$2,016.73	\$2,127.65	\$2,244.66	\$2,368.11	\$2,498.35	\$2,623.27	\$2,754.43						
\$4,370	\$4,610	\$4,863	\$5,131	\$5,413	\$5,684	\$5,968						

*provided for information purposes only

2. 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