

*Before the Board of Supervisors
County of Monterey, State of California*

Resolution No.: 24-091

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:

Classification Title: Therapy Aide							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						
\$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 12th day of March 2024, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, Askew, and Adams

NOES: None

ABSENT: None

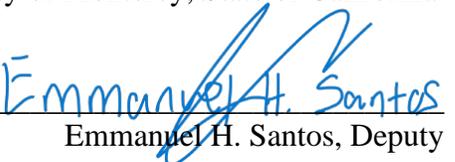
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on March 12, 2024.

Dated: March 20, 2024

File ID: RES 24-031

Agenda Item No. 28

Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California


Emmanuel H. Santos, Deputy