

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

Resolution No.: 23-482

PPPR Control No. 23-048)

HRM Control No. 23-042)

Adopt a Resolution to:)

- a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to)
adjust the salary range of the Physical Therapist Assistant classification as)
indicated below effective November 18, 2023; and)
- b) Direct the Human Resources Department to implement the changes in the)
Advantage Human Resources Management System.)

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

WHEREAS, NMC conducted a base wage compensation study of the Physical Therapist Assistant classification which determined Physical Therapist Assistant is approximately 5.05% below the mean of the County’s comparable agencies and it is recommended to adjust the base wage salary of the Physical Therapist Assistant by the approximate percentage identified at top step; and

WHEREAS, to implement the recommendation, the action requires 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:

1. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary range of the Physical Therapist Assistant classification as indicated below effective November 18, 2023:

Classification Title: Physical Therapist Assistant							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						
\$33.135	\$34.958	\$36.880	\$38.908	\$41.048	\$43.101	\$45.256	50U17	13	PP	9043	H	Non-exempt
\$2,650.82	\$2,796.61	\$2,950.41	\$3,112.67	\$3,283.86	\$3,448.05	\$3,620.46						
\$5,743	\$6,059	\$6,393	\$6,744	\$7,115	\$7,471	\$7,844						

*provided for information purposes only

2. The Human Resources Department is directed to implement the changes in the Advantage Human Resources Management System.

PASSED AND ADOPTED on this 28th day of November 2023, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, and Askew

NOES: None

ABSENT: Supervisor Adams

Motion Passed 4 to 0

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 November 28, 2023.

Dated: November 30, 2023

File ID: RES 23-198

Agenda Item No.: 33

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



Emmanuel H. Santos, Deputy