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

Resolution No.:	PPPR Control No. <u>23-043</u>)
	HRM Control No. <u>23-037</u>
Adopts a Resolution to:)
a. Amend Personnel Policies and Practices Resolution	n (PPPR) No. 98-394 Appendix A to
adjust the base wage salary ranges of the Physical Th	erapist, Physical Therapist – Per Diem,)
Physical Therapist-Physically Handicapped Children,	, and Senior Physical Therapist-
Physically Handicapped Children classifications effections	ctive September 9, 2023;
b. Amend Personnel Policies and Practices Resolution	n (PPPR) No. 98-394 Appendix A to
adjust the base wage salary ranges of the Occupationa	al Therapist, Occupation Therapist –)
Per Diem, and Occupational Therapist-Physically Ha	ndicapped Children classifications)
effective September 9, 2023;)
c. Amend Personnel Policies and Practices Resolution	n (PPPR) No. 98-394 Appendix A to
adjust the base wage salary ranges of the Supervising	Therapist and Supervising Therapist-)
Medical Therapy Program classifications effective Se	eptember 9, 2023;
d. Direct the Human Resources Department to impler	nent the changes in the Advantage)
Human Resources Management (HRM) system.)

WHEREAS, the Human Resources Department and Natividad Human Resources completed base wage compensation studies of the Physical Therapist, Physical Therapist-Physically Handicapped Children, Occupational Therapist, and Occupational Therapist-Physically Handicapped Children classifications. As some of these classifications are part of a series, these studies impact the following classifications: Physical Therapist, Physical Therapist – Per Diem, Physical Therapist-Physically Handicapped Children, Senior Physical Therapist-Physically Handicapped Children, Supervising Therapist, Occupational Therapist – Per Diem, Occupational Therapist-Physically Handicapped Children, and Supervising Therapist-Medical Therapy Program classifications; and

WHEREAS, the base wage salary of the Physical Therapist and Occupational Therapist classifications were both found to be below the salary mean of the comparable agencies' classifications. The Physical Therapist classification was found to be approximately 11.69% below; and the Occupational Therapist was found to be approximately 4.55% below the salary mean and it is recommended they be adjusted by the approximate percentages identified at top step; and

WHEREAS, in accordance with the County's Compensation Philosophy, it was determined that it was in the best interest of the County to align the salaries of the Physical Therapist and Physical Therapist Handicapped Children and Occupational Therapist and Occupational Therapist-Physical Handicapped Children classifications as these classifications have similarities in the scope of work and licensing requirements; and

WHEREAS, to implement the recommendations, 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. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the base wage salary ranges of the Physical Therapist, Physical Therapist Per-Diem, Physical Therapist-Physically Handicapped Children, and Senior Physical Therapist-Physically Handicapped Children classifications as indicated below effective September 9, 2023:

Classifica	tion Title:	Physical T	Therapist									
	Hourl	y, Bi-Weel	kly and Mo	onthly Pay	Rates						İ	
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	ı	EEO Cat*	W/C*	l .	FLSA Code*
\$49.929	\$52.675	\$55.572	\$58.628	\$61.852	\$64.945	\$68.192						
\$3,994.29	\$4,213.97	\$4,445.72	\$4,690.22	\$4,948.17	\$5,195.58	\$5,455.36	50G11	08	P	9043	Н	Е
\$8,654	\$9,130	\$9,632	\$10,162	\$10,721	\$11,257	\$11,820						

^{*}Provided for information purposes only.

Classificat	tion Title:	Physical T	Therapist -	- Per Dien	1							
	<u>Hourl</u>	y, Bi-Weel	kly and Mo	onthly Pay	Rates							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	экер /		WG *	EEO Cat*	W/C*		FLSA Code*
\$54.493	\$57.490	\$60.652	\$63.987	\$67.507	\$70.882	\$74.426						
\$4,359.45	\$4,599.20	\$4,852.14	\$5,119.00	\$5,400.53	\$5,670.55	\$5,954.08	50G21	08	T	9043	T	N
\$9,445	\$9,965	\$10,513	\$11,091	\$11,701	\$12,286	\$12,901						

^{*}Provided for information purposes only.

Classificat Children	tion Title:	Physical T	Therapist-	Physically	Handica _I	ped						
	<u>Hourl</u>	y, Bi-Weel	kly and Mo	onthly Pay	Rates		Class Code	WG *	EEO Cat*	W/C*		FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Code	ľ	Cat.			Code.
\$49.929	\$52.675	\$55.572	\$58.628	\$61.852	\$64.945	\$68.192						
\$3,994.29	\$4,213.97	\$4,445.72	\$4,690.22	\$4,948.17	\$5,195.58	\$5,455.36	50G23	08	P	8810	Н	Е
\$8,654	\$9,130	\$9,632	\$10,162	\$10,721	\$11,257	\$11,820						

^{*}Provided for information purposes only.

Classificat Handicap			ysical The	erapist-Ph	ysically							
	<u>Hourl</u>	y, Bi-Weel	kly and Mo	onthly Pay	Rates			1	l	W/C*	1	FLSA
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Code	*	Cat*			Code*
\$51.419	\$54.247	\$57.231	\$60.378	\$63.699	\$66.884	\$70.228						
\$4,113.55	\$4,339.78	\$4,578.46	\$4,830.26	\$5,095.91	\$5,350.71	\$5,618.24	50G25	08	P	8810	Н	Е
\$8,913	\$9,403	\$9,920	\$10,466	\$11,041	\$11,593	\$12,173						

^{*}Provided for information purposes only.

2. The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the base wage salary ranges of the Occupational Therapist, Occupational Therapist Per-Diem, and Occupational Therapist-Physically Handicapped Children as indicated below effective September 9, 2023:

Classificat	tion Title:	Occupatio	onal Thera	apist 💮								
	<u>Hourl</u>	y, Bi-Weel	kly and Mo	onthly Pay	Rates							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	экер /	Class Code	WG *	EEO Cat*	W/C*		FLSA Code*
\$46.737	\$49.308	\$52.019	\$54.880	\$57.898	\$60.793	\$63.833						
\$3,738.97	\$3,944.60	\$4,161.54	\$4,390.41	\$4,631.87	\$4,863.47	\$5,106.64	50F20	08	P	9043	Н	E
\$8,101	\$8,547	\$9,017	\$9,513	\$10,036	\$10,538	\$11,064						

^{*}Provided for information purposes only.

Classifica	tion Title:	Occupatio	nal Thera	pist - Per	Diem							
	<u>Hourl</u>	y, Bi-Weel	kly and Mo	onthly Pay	Rates							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	экер /		ı	EEO Cat*	W/C*	l	FLSA Code*
\$51.009 \$4,080.75	\$53.815 \$4,305.18	\$56.774 \$4,541.95	\$59.897 \$4,791.74	\$63.191 \$5,055.27	\$66.350 \$5,308.04	\$69.668 \$5,573.44	50F30	08	Т	9043	T	N

r information	i pui poses on	ııy.									
tion Title:	Occupation	nal Thera	pist-Phys	ically Han	dicapped						
<u>Hourl</u>	y, Bi-Weel	kly and Mo	onthly Pay	Rates		Class	WG		W/C*	BU	FLSA
Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Code	Î	Cat*			Code*
	!!!!					50002	00	D	0010	111	E
				1		30F23	00	P	0010	П	E
			4 - 0,000	410,000	4,	1	'	1	•	ı	'
				` '			-				led to
nerapy P	rogram ci	assificatio	ns as indi	icated bei	ow effecti	ve Sep	tem	ber 9	, 202.	5 :	
tion Title:	Supervisir	ng Therap							Ī		
				Rates							
	1	1			Sten 7	Class	WG	EEO	W/C*	BU	FLSA
_	_	-	-	•		Code	*	Cat*			Code*
						50510		_D	0.410	_	_
	, ,					50F10	08	P	9410	F	Е
			Ψ13,031	Ψ13,707	Ψ1 1,372	Ī	ı	ı	ı	ı	1
	- F F	,									
tion Title:	Supervisir	ng Theran	ist-Medic	al Therap	v						
		8 - 1			V						
Hourl	y, Bi-Weel	kly and Mo	onthly Pay	Rates		Class	WG	EEO	W/C*	BU	FLSA
	i	_			Sten 7		*	Cat*	- 1		Code*
\$56.957		\$63.394	\$66.881	\$70.225	\$73.736	1					
\$4,556.56	\$4,807.16	\$5,071.54	\$5,350.46	\$5,617.98	\$5,898.88	50G31	13	PP	8810	F	Е
			\$11,593	\$12,172	\$12,781						
r information	1 purposes on	ıly.									
man Daga	uraaa Dar	antmant i	a dimantad	ta implar	nant tha a	hongo		ha A	driant		
	urces Dep				nem me c	nanges	5 111 (пе А	uvam	age	
		ant I H R N									
	Managem	ent (HKIV	i) system.	1							
esources l	Managem					2023	hv	the f	ollow	ina	vote
esources l	Managem			f		, 2023	, by	the f	ollow	ing	vote,
esources l	Managem					, 2023	, by	the f	ollow	ing	vote,
esources l	Managem					, 2023	, by	the fo	ollow	ing	vote,
esources l	Managem					, 2023	, by	the fo	ollow	ing	vote,
esources I	Managem					, 2023	, by	the fo	ollow	ing	vote,
esources l	Managem					, 2023	, by	the fo	ollow	ing	vote,
esources I AND AD	Managem	on this	day of	f							
esources I AND AD : Ralph, Cl	Managem OOPTED of	on this	day of	f	County o	f Mon	terey	, Sta	te of	Cali	fornia
esources I AND AD : Ralph, Cl rtify that t	Managem OOPTED of the the forego	e Board of	day of	fors of the	County o	f Mont	terey Boa	∕, Sta vrd of	te of (Cali	fornia
esources I AND AD : Ralph, Cl rtify that te and ente	Managem OOPTED of the the forego	e Board of	day of	f	County o	f Mont	terey Boa	∕, Sta vrd of	te of (Cali	fornia
esources I AND AD : Ralph, Cl rtify that t	Managem OOPTED of the the forego	e Board of	day of	fors of the	County o	f Mont	terey Boa	∕, Sta vrd of	te of (Cali	fornia
esources I AND AD : Ralph, Cl rtify that te and ente	Managem OOPTED of the the forego	e Board of	day of Supervis	fors of the	County onal order of	f Mont of said or the 1	terey Boa neet	, Sta ard of ing o	te of (Supe	Cali	fornia
esources I AND AD : Ralph, Cl rtify that te and ente	Managem OOPTED of the the forego	e Board of oing is a tr minutes	day of Supervis tue copy of thereof of	fors of the of an origin	County on al order of sookf	f Montof said for the 1	terey Boa meet	, Sta ard of ing o	te of (Supe	Cali	fornia
esources I AND AD : Ralph, Cl rtify that te and ente	Managem OOPTED of the the forego	Board of minutes	day of Supervistue copy of thereof of Valerie Ra	fors of the of an origin Minute Balph, Clerk	County on al order of sookfookfookfoot the Born, State of	f Montof said or the 100 oard of Califo	terey Boa meet Suprnia	, Sta ord of ing o	te of (Supeon	Cali	fornia
esources I AND AD : Ralph, Cl rtify that te and ente	Managem OOPTED of the the forego	Board of minutes	day of Supervistue copy of thereof of Valerie Ra	fors of the of an origin Minute B	County on al order of sookfookfookfoot the Born, State of	f Montof said or the 100 oard of Califo	terey Boa meet Suprnia	, Sta ord of ing o	te of (Superior	Cali	fornia
	Hourly Step 2 \$49.308 \$3,944.60 \$8,547 or information Title: Hourly Step Provided Hourly Step 2 \$64.138 \$5,131.08 \$11,117 or information Title: Hourly Step 2 \$66.957 \$4,556.56 \$9,873 or information Title:	Hourly, Bi-Weel Step 2	Hourly, Bi-Weekly and Mostep 2 Step 3 Step 4 \$49.308 \$52.019 \$54.880 \$3,944.60 \$4,161.54 \$4,390.41 \$8,547 \$9,017 \$9,513 Information purposes only. Step 2 Step 3 Step 4 Step 3 Step 4 Step 4 Step 4 Step 4 Step 5 Step 6 Step 7 Step 7 Step 6 Step 7 Step 8 Step 8 Step 7 Step 8 Step 9 Step 9 Step 8 Step 9 Step 9 Step 9 Step 9 Step 9 Step 9 Step 9 Step 1 Step 9 Step 9 Step 9 Step 2 Step 3 Step 9 Step 9 Step 3 Step 4 Step 9 Step 9 Step 4 Step 9 Step 9 Step 9 Step 1 Step 9 Step 9 Step 9 Step 2 Step 3 Step 9 Step 9 Step 3 Step 4 Step 9 Step 9 Step 9 Step 4 Step 9 Step 9 Step 9 Step 9 Step 2 Step 3 Step 9 Step 9 Step 3 Step 4 Step 9 Step 9 Step 9 Step 4 Step 9 Step 9 Step 9 Step 9 Step 2 Step 3 Step 9 Step 9 Step 9 Step 3 Step 4 Step 9 Step 9 Step 9 Step 4 Step 9 Step 9 Step 9 Step 9 Step 9 Step 9 Step 9 Step 9 Step 9 Step 9 Step 9	Step 2 Step 3 Step 4 Step 5 \$49.308 \$52.019 \$54.880 \$57.898 \$3,944.60 \$4,161.54 \$4,390.41 \$4,631.87 \$8,547 \$9,017 \$9,513 \$10,036 \$10	Hourly, Bi-Weekly and Monthly Pay Rates	Step 2	Hourly, Bi-Weekly and Monthly Pay Rates Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 S49,308 \$52,019 \$54,880 \$57.898 \$60.793 \$63.833 \$3,944.60 \$4,161.54 \$4,390.41 \$4,631.87 \$4,863.47 \$5,106.64 \$8,547 \$9,017 \$9,513 \$10,036 \$10,538 \$11,064 \$10,036 \$10,036 \$10,538 \$11,064 \$10,036 \$10,036 \$10,538 \$11,064 \$10,036 \$10,036 \$10,036 \$10,036 \$10,036 \$10,036 \$10,038 \$10,036 \$10,036 \$10,038 \$10,036 \$10,036 \$10,038 \$10,036 \$10,036 \$10,036 \$10,038 \$10,036 \$10,036 \$10,038 \$10,036 \$10,036 \$10,038	Hourly, Bi-Weekly and Monthly Pay Rates Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 S49.308 \$52.019 \$54.880 \$57.898 \$60.793 \$63.833 \$3,944.60 \$4,161.54 \$4,390.41 \$4,631.87 \$4,863.47 \$5,106.64 \$50F23 08 \$7 information purposes only.	Hourly, Bi-Weekly and Monthly Pay Rates Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 4 Step 5 Step 6 Step 7 Step 4 Step 5 Step 6 Step 7 Step	Hourly, Bi-Weekly and Monthly Pay Rates Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 S49,308 S52,019 S54,880 S57,898 S60,793 S63,833 S52,019 S54,880 S57,898 S60,793 S63,833 S52,019 S54,880 S57,898 S60,793 S63,833 S63,841 S9,017 S9,513 S10,036 S10,538 S11,064 S85,47 S9,017 S9,513 S10,036 S10,538 S11,064 S11,064 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Class WG EEO W/C* S64,138 S67,666 S71,387 S75,313 S79,079 S83,033 S5,131.08 S5,413.27 S71,1098 S6,025.07 S6,326.32 S6,642.64 S11,117 S11,729 S12,374 S13,054 S13,707 S14,392 S11,117 S11,729 S12,374 S13,054 S13,707 S14,392 S4,556.56 S4,807.16 S5,071.54 S5,350.46 S5,617.98 S5,89.87 S10,416 S10,988 S11,593 S12,172 S12,781 S10,000 S10,941 S10,000 S10,948 S11,1593 S12,172 S12,781 S10,000 S10,941 S10,948 S11,593 S12,172 S12,781 S10,000 S10,00	Hourly, Bi-Weekly and Monthly Pay Rates Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 S\$3,944.60 S\$4,161.54 S\$4,930.8 \$52.019 S\$4,880 S\$7.898 \$60.793 \$63.833 \$11,064 \$85.47 \$9,017 \$9,513 \$10,036 \$10,538 \$11,064 \$10,548 \$11,064 \$10,548 \$11,064 \$10,548 \$11,064 \$10,548 \$11,064 \$10,548 \$11,064 \$10,548 \$11,064 \$10,548 \$11,064 \$10,548 \$11,064 \$10,548 \$11,064 \$10,548 \$10,538 \$11,064 \$10,548 \$11,064 \$10,548 \$11,064 \$10,548 \$11,064 \$10,548 \$10,036 \$10,538 \$11,064 \$10,548 \$11,064 \$10

\$8,842 | \$9,328 | \$9,841 | \$10,382 | \$10,953 | \$11,501 | \$12,076 | | | | |