



Monterey County Board of Supervisors

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Board Order

Adopted Resolution No. 19-188

A motion was made by Supervisor Luis A. Alejo, seconded by Supervisor Mary L. Adams to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to increase the salary range of the classification of Physician Assistant as indicated in the attached Resolution;
- b. Authorize the Auditor-Controller to make retroactive payment to impacted employees effective January 5, 2019; and
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this 21st day of May 2019, by the following vote, to wit:

AYES: Supervisors Alejo, Adams, Lopez, Parker and Phillips

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 May 21, 2019.

Dated: May 24, 2019
Legistar File ID No. RES 19-061
Agenda Item No. 38.1

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

Valerie Ralph, Clerk of the Board

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

Resolution No. 19-188

PPPR Control No. 19-004)
HRM Control No. 19-004)

Adopted Resolution No. 19-188 to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to increase the salary range of the classification of Physician Assistant of Physician Assistant as indicated in the attached Resolution;
- b. Authorize the Auditor-Controller to make retroactive payment to impacted employees effective January 5, 2019; and
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

WHEREAS, Clinic Services operates clinics, providing comprehensive primary medical care, obstetrics, internal medicine, low acuity behavioral health, communicable disease, and disease prevention services so that every resident of Monterey County has access to healthcare; and

WHEREAS, Natividad Medical Center provides for comprehensive inpatient medical care; and

WHEREAS, The Board of Supervisors has approved increases previously placing the Physician Assistant salary range at the same rate of the Nurse Practitioner II due to various classification and compensation studies that have been completed; and

WHEREAS, the Human Resources Department recommends the salary of the Physician Assistant classification be increased to match that of the Nurse Practitioner II until a recommendation is brought forward that will formally align the salary of these two classifications; and

WHEREAS, the actions require the Personnel Policies and Practices Resolution No. 98-394 Appendix 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. Appendix A of Personnel Policies and Practices Resolution No. 98-394 is amended to adjust the salary range of the Physician Assistant classification as indicated below effective January 5, 2019;

Classification Title: Physician Assistant							Class Code	W G *	EE O Cat*	W/C *	B U	FLSA Code *
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
58.592	61.806	65.195	68.774	72.546	76.174	79.983	54C03	10	P	8834	H	E
4687.36	4944.48	5215.60	5501.92	5803.68	6093.92	6398.64						
10156	10713	11300	11921	12575	13203	13864						

*provided for information purposes only

2. The Auditor-Controller is authorized to make payments to impacted employees retroactive to January 5, 2019; and
3. The Human Resources Department is hereby directed to implement these changes in the Advantage HRM System.

PASSED AND ADOPTED on this 21st day of May 2019, by the following vote, to-wit:

AYES: Supervisors Alejo, Adams, Parker, Lopez and Phillips

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 May 21, 2019.

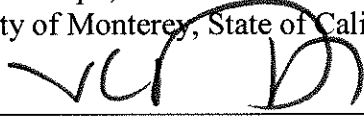
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Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California

By



Valerie Ralph, Clerk of the Board