

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

Resolution No.: 24-098

PPPR Control No. 24-013)

HRM Control No. 24-013)

Adopt a Resolution to:

- a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Rehabilitative Services Manager classification as indicated below effective March 9, 2024; and)
- b) Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.)

WHEREAS, the Human Resources Department and Natividad Medical Center (NMC) Human Resources completed base wage compensation studies of all the therapist classification series used at the hospital; and

WHEREAS, the base wage salary of the Rehabilitative Services Manager was discovered to be only 1.44% above the subordinate classification of Supervising Therapist; and

WHEREAS, it is recommended to adjust the base wage salary of Rehabilitative Services Manager by 5% at top step to maintain a spread between the classifications and resolve the compaction issue; and

WHEREAS, to implement the recommendations, the actions require 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 Rehabilitative Services Manager classification as indicated below effective March 9, 2024:

Classification Title: Rehabilitative Services Manager							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						
\$64.754	\$68.315	\$72.073	\$76.036	\$80.218	\$84.229	\$88.440	50G9 5	7	P	9043	X	Exempt
\$5,180.33	\$5,465.23	\$5,765.80	\$6,082.91	\$6,417.45	\$6,738.32	\$7,075.24						
\$11,224	\$11,841	\$12,493	\$13,180	\$13,904	\$14,600	\$15,330						

*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 19th day of March 2024, by roll call vote:

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

NOES: None

ABSENT: None

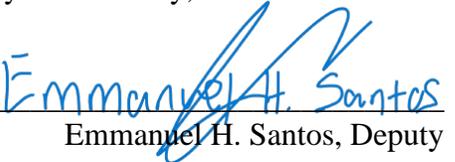
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on March 19, 2024.

Dated: March 20, 2024

File ID: RES 24-040

Agenda Item No. 22

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


Emmanuel H. Santos, Deputy