



Monterey County

168 West Alisal Street,
1st Floor
Salinas, CA 93901
831.755.5066

Board Order

Upon motion of Supervisor Phillips, seconded by Supervisor Parker and carried by those members present, the Board of Supervisors hereby:

Adopted Resolution No. 310 to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A to collapse, consolidate, re-title and align salary for the classification of Physician Assistant I/II into a new classification of Physician Assistant with the salary range as indicated in the attached Resolution; and
- b. Amend the Health Department Budget (4000-HEA007 and HEA012-8410) as reflected in Attachment A; and
- c. Amend Natividad Medical Center Budget (9600-8142) as reflected in Attachment A; and
- d. Authorize the County Administrative Office to reflect these approved changes in the Fiscal Year 2015-16 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this 15th day of December 2015, by the following vote, to wit:

AYES: Supervisors Armenta, Phillips, Salinas, Parker and Potter

NOES: None

ABSENT: None

I, Gail T. Borkowski, 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 78 for the meeting on December 15, 2015

Dated: December 17, 2015
File ID: RES 15-111

Gail T. Borkowski, Clerk of the Board of Supervisors
County of Monterey, State of California

By Denise Hancock
Deputy

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

PPPR Control No. 15-017

HRM Control No. 15-017

Resolution No.: 15-310

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A to collapse, consolidate, re-title and align salary for the classification of Physician Assistant I/II into a new classification of Physician Assistant with the salary range as indicated in the attached Resolution;)
- b. Amend the Health Department Budget (4000-HEA007 and 4000-HEA012-8410) as reflected in Attachment A;)
- c. Amend Natividad Medical Center Budget (9600-8142) as reflected in Attachment A; and)
- d. Authorize the County Administrative Office to reflect these approved changes in the Fiscal Year 2015-16 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.....)

WHEREAS, Clinic Services operates seven 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, a comprehensive class study was conducted by Cooperative Personnel Services; and

WHEREAS, resolving this will promote greater collaboration, improve morale, and increase job satisfaction among staff and will provide a stronger attraction to this position for future candidate pools, thereby helping ensure adequate availability of the necessary staffing to support the ever evolving clinical & hospital services upon which the Monterey County public rely.

NOW, THEREFORE, the Monterey County Board of Supervisors, effective the first pay period following approval by the Board of Supervisors, hereby resolved to approve the following:

- a. Amended Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A to collapse, consolidate and re-title the classification of Physician Assistant I/II to Physician Assistant and align the salary range of the new classification of Physician Assistant as indicated below;

| | | | | | | | | | | | | | |
|--|--------|--------|--------|--------|--------|--------|------------|-------|----------|------|----|------------|--|
| Classification Title: Physician Assistant | | | | | | | | | | | | | |
| <u>Hourly, Bi-Weekly and Monthly Pay Rates</u> | | | | | | | | | | | | | |
| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Class Code | W G * | EEO Cat* | W/C* | BU | FLSA Code* | |

| | | | | | | | | | | | | |
|---------|---------|---------|---------|---------|---------|---------|-------|----|---|------|---|---|
| 50.559 | 53.332 | 56.258 | 59.344 | 62.601 | 65.730 | 69.018 | 54C03 | 10 | P | 8834 | H | E |
| 4044.72 | 4266.56 | 4500.64 | 4747.52 | 5008.08 | 5258.40 | 5521.44 | | | | | | |
| 8763 | 9244 | 9751 | 10286 | 10850 | 11393 | 11963 | | | | | | |

*provided for information purposes only

b. Amended the Health Department Budget;

Health Department Budget Unit : 4000-HEA007

| Class Code | Position Title | Position Number | Position Increase/(Decrease) | Revised Total FTE |
|------------|------------------------|-----------------|------------------------------|-------------------|
| 54C02 | Physician Assistant II | 8099-0001 | (9.50) | 0.00 |
| | | 8099-0002 | | |
| | | 8101-0001 | | |
| | | 8101-0002 | | |
| | | 8105-0001 | | |
| | | 8105-0002 | | |
| | | 8446-0001 | | |
| | | 8447-0001 | | |
| | | 8448-0001 | | |
| | | 8448-0002 | | |
| 54C03 | Physician Assistant | 8099-0001 | 9.50 | 9.50 |
| | | 8099-0002 | | |
| | | 8101-0001 | | |
| | | 8101-0002 | | |
| | | 8105-0001 | | |
| | | 8105-0002 | | |
| | | 8446-0001 | | |
| | | 8447-0001 | | |
| | | 8448-0001 | | |
| | | 8448-0002 | | |

Health Department Budget Unit : 4000-HEA012-8410

| Class Code | Position Title | Position Number | Position Increase/(Decrease) | Revised Total FTE |
|------------|------------------------|-----------------|------------------------------|-------------------|
| 54C02 | Physician Assistant II | 0001 | (1.0) | 0.00 |
| 54C03 | Physician Assistant | 0001 | 1.0 | 1.0 |

c. Amended the Natividad Medical Center Budget (9600-8142);

Natividad Medical Center Unit : 9600-8142

| Class Code | Position Title | Position Number | Position Increase/(Decrease) | Revised Total FTE |
|------------|------------------------|-----------------|------------------------------|-------------------|
| 54C02 | Physician Assistant II | 0001 | (1.0) | 0.00 |
| 54C03 | Physician Assistant | 0001 | 1.0 | 1.0 |

- d. Directed the County Administrative Office to incorporate the approved changes in the FY 2015-16 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED upon motion of Supervisor Phillips, seconded by Supervisor Parker carried this 15th day of December 2015, by the following vote, to wit:

AYES: Supervisors Armenta, Phillips, Salinas, Parker and Potter
NOES: None
ABSENT: None

I, Gail T. Borkowski, 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 78 for the meeting on December 15, 2015.

Dated: December 17, 2015
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