

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

Resolution No.: 23-354

PPPR Control No. 23-043)
HRM Control No. 23-037)

Adopts a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A 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 effective September 9, 2023;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary ranges of the Occupational Therapist, Occupational Therapist – Per Diem, and Occupational Therapist-Physically Handicapped Children classifications effective September 9, 2023;
- c. Amend Personnel Policies and Practices Resolution (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 September 9, 2023;
- d. Direct the Human Resources Department to implement 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, 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:

| Classification Title: Physical Therapist | | | | | | | Class Code | WG * | EEO Cat* | W/C* | BU | FLSA Code* |
|---|------------|------------|------------|------------|------------|------------|------------|------|----------|------|----|------------|
| <u>Hourly, Bi-Weekly and Monthly Pay Rates</u> | | | | | | | | | | | | |
| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | | | | | | |
| \$49.929 | \$52.675 | \$55.572 | \$58.628 | \$61.852 | \$64.945 | \$68.192 | 50G11 | 08 | P | 9043 | H | E |
| \$3,994.29 | \$4,213.97 | \$4,445.72 | \$4,690.22 | \$4,948.17 | \$5,195.58 | \$5,455.36 | | | | | | |
| \$8,654 | \$9,130 | \$9,632 | \$10,162 | \$10,721 | \$11,257 | \$11,820 | | | | | | |

*Provided for information purposes only.

| Classification Title: Physical Therapist - Per Diem | | | | | | | Class Code | WG * | EEO Cat* | W/C* | BU | FLSA Code* |
|--|------------|------------|------------|------------|------------|------------|------------|------|----------|------|----|------------|
| <u>Hourly, Bi-Weekly and Monthly Pay Rates</u> | | | | | | | | | | | | |
| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | | | | | | |
| \$54.493 | \$57.490 | \$60.652 | \$63.987 | \$67.507 | \$70.882 | \$74.426 | 50G21 | 08 | T | 9043 | T | N |
| \$4,359.45 | \$4,599.20 | \$4,852.14 | \$5,119.00 | \$5,400.53 | \$5,670.55 | \$5,954.08 | | | | | | |
| \$9,445 | \$9,965 | \$10,513 | \$11,091 | \$11,701 | \$12,286 | \$12,901 | | | | | | |

*Provided for information purposes only.

| Classification Title: Physical Therapist-Physically Handicapped Children | | | | | | | Class Code | WG * | EEO Cat* | W/C* | BU | FLSA Code* |
|---|------------|------------|------------|------------|------------|------------|------------|------|----------|------|----|------------|
| <u>Hourly, Bi-Weekly and Monthly Pay Rates</u> | | | | | | | | | | | | |
| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | | | | | | |
| \$49.929 | \$52.675 | \$55.572 | \$58.628 | \$61.852 | \$64.945 | \$68.192 | 50G23 | 08 | P | 8810 | H | E |
| \$3,994.29 | \$4,213.97 | \$4,445.72 | \$4,690.22 | \$4,948.17 | \$5,195.58 | \$5,455.36 | | | | | | |
| \$8,654 | \$9,130 | \$9,632 | \$10,162 | \$10,721 | \$11,257 | \$11,820 | | | | | | |

*Provided for information purposes only.

| Classification Title: Senior Physical Therapist-Physically Handicapped Children | | | | | | | Class Code | WG * | EEO Cat* | W/C* | BU | FLSA Code* |
|--|------------|------------|------------|------------|------------|------------|------------|------|----------|------|----|------------|
| <u>Hourly, Bi-Weekly and Monthly Pay Rates</u> | | | | | | | | | | | | |
| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | | | | | | |
| \$51.419 | \$54.247 | \$57.231 | \$60.378 | \$63.699 | \$66.884 | \$70.228 | 50G25 | 08 | P | 8810 | H | E |
| \$4,113.55 | \$4,339.78 | \$4,578.46 | \$4,830.26 | \$5,095.91 | \$5,350.71 | \$5,618.24 | | | | | | |
| \$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:

| Classification Title: Occupational Therapist | | | | | | | 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 | | | | | | |
| \$46.737 | \$49.308 | \$52.019 | \$54.880 | \$57.898 | \$60.793 | \$63.833 | 50F20 | 08 | P | 9043 | H | E |
| \$3,738.97 | \$3,944.60 | \$4,161.54 | \$4,390.41 | \$4,631.87 | \$4,863.47 | \$5,106.64 | | | | | | |
| \$8,101 | \$8,547 | \$9,017 | \$9,513 | \$10,036 | \$10,538 | \$11,064 | | | | | | |

*Provided for information purposes only.

| Classification Title: Occupational Therapist - Per Diem | | | | | | | 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 | | | | | | |
| \$51.009 | \$53.815 | \$56.774 | \$59.897 | \$63.191 | \$66.350 | \$69.668 | 50F30 | 08 | T | 9043 | T | N |
| \$4,080.75 | \$4,305.18 | \$4,541.95 | \$4,791.74 | \$5,055.27 | \$5,308.04 | \$5,573.44 | | | | | | |
| \$8,842 | \$9,328 | \$9,841 | \$10,382 | \$10,953 | \$11,501 | \$12,076 | | | | | | |

*Provided for information purposes only.

| Classification Title: Occupational Therapist-Physically Handicapped Children | | | | | | | 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 | | | | | | |
| \$46.737 | \$49.308 | \$52.019 | \$54.880 | \$57.898 | \$60.793 | \$63.833 | 50F23 | 08 | P | 8810 | H | E |
| \$3,738.97 | \$3,944.60 | \$4,161.54 | \$4,390.41 | \$4,631.87 | \$4,863.47 | \$5,106.64 | | | | | | |
| \$8,101 | \$8,547 | \$9,017 | \$9,513 | \$10,036 | \$10,538 | \$11,064 | | | | | | |

*Provided for information purposes only.

3.The Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the base wage salary ranges of the Supervising Therapist, and Supervising Therapist-Medical Therapy Program classifications as indicated below effective September 9, 2023:

| Classification Title: Supervising Therapist | | | | | | | 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 | | | | | | |
| \$60.795 | \$64.138 | \$67.666 | \$71.387 | \$75.313 | \$79.079 | \$83.033 | 50F10 | 08 | P | 9410 | F | E |
| \$4,863.59 | \$5,131.08 | \$5,413.27 | \$5,710.98 | \$6,025.07 | \$6,326.32 | \$6,642.64 | | | | | | |
| \$10,538 | \$11,117 | \$11,729 | \$12,374 | \$13,054 | \$13,707 | \$14,392 | | | | | | |

*Provided for information purposes only.

| Classification Title: Supervising Therapist-Medical Therapy Program | | | | | | | 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 | | | | | | |
| \$53.988 | \$56.957 | \$60.089 | \$63.394 | \$66.881 | \$70.225 | \$73.736 | 50G31 | 13 | PP | 8810 | F | E |
| \$4,319.03 | \$4,556.56 | \$4,807.16 | \$5,071.54 | \$5,350.46 | \$5,617.98 | \$5,898.88 | | | | | | |
| \$9,358 | \$9,873 | \$10,416 | \$10,988 | \$11,593 | \$12,172 | \$12,781 | | | | | | |

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4.The Human Resources Department is directed to implement the changes in the Advantage Human Resources Management (HRM) system.

PASSED AND ADOPTED on this 12th day of September 2023, 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 September 12, 2023.

Dated: September 13, 2023

File ID: RES 23-171

Agenda Item No.: 47

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



Emmanuel H. Santos, Deputy