



Monterey County

Board of Supervisors
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

Legistar File Number: RES 19-061

May 21, 2019

Introduced: 5/15/2019

Version: 1

Current Status: Agenda Ready

Matter Type: BoS Resolution

Adopt a Resolution 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.

RECOMMENDATION:

It is recommended that the Board of Supervisors take the following actions:

- 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.

SUMMARY/DISCUSSION:

On December 15, 2015, the Board of Supervisors approved the recommendation to consolidate and retitle the Physician Assistant I and II to a single classification of Physician Assistant and the adoption of a new salary range. The salary at the time of the consolidation placed the Physician Assistant at the same rate as the Nurse Practitioner II classification as the study found the positions provide essentially the same services to County Clinic patients.

Subsequently, the Monterey County Registered Nurses Association (MCRNA) completed negotiations resulting in a six-percent salary increase for nursing classifications including Nurse Practitioners. As the Physician Assistant is represented by Service Employees International Union (SEIU) Local 521, the Physician Assistant received a negotiated 1.5-percent increase, which resulted in the Physician Assistant being paid 4.5 percent less than the Nurse Practitioner II. To address this issue, on September 9, 2016, the Board of Supervisors approved an increase to place the Physician Assistant salary range at the same rate as the Nurse Practitioner II.

On January 31, 2017, the Board of Supervisors approved a Tentative Agreement with MCRNA which provides salary increases for nursing classifications every six months through July 2019. These salary increases and those negotiated with SEIU will continue to cause salary discrepancies between the Physician Assistant and the Nurse Practitioner II. On March 17, 2017 the Board of Supervisors approved an increase to the Physician Assistant salary range to match the salary range of Nurse Practitioner II, retroactive to February 4, 2017.

The Human Resources Department engaged Management Strategies Group to conduct a classification and compensation study to determine, in part, if the salary recommendations are still relevant. The classification and compensation study has been completed and HRD is currently engaging in discussions with SEIU and MCRNA on the impacts of the study.

As the Nurse Practitioner II classification received an increase on January 5, 2019 which resulted in the two classifications no longer being aligned, it is recommended the Board of Supervisors approve the recommended action to increase the salary range of the Physician Assistant to match the current salary of Nurse Practitioner II retroactive to January 5, 2019.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department, Health Department, and Natividad Medical Center have reviewed and concur with the recommendations.

FINANCING:

The estimated increased Fiscal Year 2018-2019 cost for the Health Department is \$22,227 and will be covered within the Health Department's existing appropriations (4000-HEA007 \$20,206 and 4000-HEA012 \$2,021). The estimated increased annualized Fiscal Year 2019-2020 cost for the Health Department of \$44,452 will be covered within the Health Department's existing appropriations (4000-HEA007, \$40,411 and 4000-HEA012, \$4,041). The estimated increased Fiscal Year 2018-2019 cost for Natividad Medical Center is \$1,869.52 and will be covered within the Natividad Medical Center existing appropriations (9600-NMC001). The estimated annualized Fiscal Year 2019-2020 cost for Natividad Medical Center of \$3,739 will be covered within the Natividad Medical Center existing appropriations (9600-NMC001). There will be no impact to the General Fund resulting from this action.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Kim Moore, Assistant Director of Human Resources

Approved by: Irma Ramirez-Bough, Director of Human Resources



Attachment:
Resolution