



# Monterey County

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## Board Report

Legistar File Number: 15-0418

May 12, 2015

Introduced: 4/22/2015

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

Approve and Amend Personnel Policies and Practices Resolution No. 98-394, Appendix A, to Adjust the Salary Range for the Classification of: Rehabilitative Services Manager; and Direct the Monterey County Human Resources Department to Implement the Changes in the Advantage HRM System.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Approve and Amend Personnel Policies and Practices Resolution No. 98-394, Appendix A, to Adjust the Salary Range for the Classification of Rehabilitative Services Manager; and

<u>Class</u>	<u>Current</u>	<u>Proposed</u>
<u>Classification</u>	<u>Code</u>	<u>Monthly Salary</u>
Rehabilitative Services Manager	50G95	\$7,588 - \$10,363
		\$8,356 - \$11,407

Direct the Monterey County Human Resources Department to Implement the Changes in the Advantage HRM System.

SUMMARY:

Natividad Medical Center (NMC) recommends an adjustment to the salary range for the Rehabilitative Services Manager classification in order to recruit and retain a qualified manager and maintain internal equity within the respective classifications within the hospital's Therapy Services Department.

DISCUSSION:

NMC recommends adjusting the Rehabilitative Services Manager wage in order to recruit and retain a qualified candidate to manage the hospital's Therapy Services Department. During previous years this position has remained vacant due to previous adjustments to the subordinate classifications of Physical Therapist and Occupational Therapist, as well as the creation of the Supervising Therapist classification, which resulted in a compaction issue. Natividad Medical Center has a need to fill this critical role, which is responsible for overseeing the following services within the Therapy Services Department: Physical Therapy, Occupational Therapy and Speech Therapy. The Supervising Therapist in the Physical Therapy Department reports directly to the Rehabilitative Services Manager, and as a result of an internal wage comparison, a 10%

increase above the current Supervising Therapist salary range is recommended to avoid salary compaction between the Supervising Therapist and the Rehabilitative Services Manager classifications.

OTHER AGENCY INVOLVEMENT:

This salary adjustment recommendation was reviewed by the Monterey County Human Resources Department.

FINANCING:

This action equates to an annualized increased amount of \$12,503 in salary and benefits costs that are included in the Natividad Medical Center Adopted Budget (Unit 9600) for FY 2014-15, and were included in the Natividad Medical Center Requested Budget (Unit 9600) for FY 2015-16. This action has no impact on the General Fund.

Prepared by:

Approved by:

Janine Bouyea  
NMC Human Resources Administrator, NMC

Dr. Gary Gray  
Interim Chief Executive Officer, NMC

Attachments: Resolution

  
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Gary Gray DO, Interim Chief Executive Officer

  
\_\_\_\_\_  
Date