



# Monterey County

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## Board Report

Legistar File Number: RES 15-111

December 15, 2015

**Introduced:** 12/10/2015

**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 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.

### RECOMMENDATION:

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

Adopt a Resolution 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 4000-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.

### SUMMARY/DISCUSSION:

The Clinic Services Bureau 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 public health services regardless of ability to pay. Natividad Medical Center provides for comprehensive inpatient medical care for the residents of Monterey County. Incumbents in the Physician Assistant classification are critical in providing services to the community in the clinic setting. Without the benefit of the services and skills of the incumbents, the Department would be at a distinct disadvantage in being able to provide for primary medical care in the clinic setting.

Concerns arose pertaining to the classification of Physician Assistant I/II. As a result of these concerns, discussions regarding the recommended correction were initiated by the Health Department approximately two (2) years ago. As a result, a comprehensive classification study was conducted by Cooperative Personnel Services (CPS). Based upon the subsequent review and analysis, it is recommended that the Physician Assistant I/II classification be collapsed, consolidated and re-titled to a single classification of Physician Assistant and that the salary be established as indicated in the attached Board resolution.

Adopting this recommendation will promote greater collaboration, improve morale, and increase job satisfaction among the affected Clinic and Natividad Medical Center staff. Further, it 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 services upon which the Monterey County public relies. It is therefore recommended that your Board approve the consolidation and re-title of the Physician Assistant classification and adopt the new salary range as indicated in the attached Resolution effective the first pay period following approval.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

Health Department: The estimated increased current fiscal year cost of \$132,500 will be covered within the Health Department's existing appropriations and revenues (4000-HEA007 of \$120,000 and 4000-HEA012-8410 of \$12,500) and Natividad Medical Center (Budget Unit 9600: \$7,000). The increased estimated annualized cost of \$324,000 will be included in the Health Department's and Natividad Medical Center's Fiscal Year 2016-17 Requested Budgets in appropriate budget units, and funded by Health fees. There will be no impact to the General Fund resulting from this action.

Prepared by: Cindy Berry, Health HR Manager, x4547;  
Janine Bouyea, NMC HR Administrator

Approved by: Ray Bullick, Director of Health, x4526  
Gary Gray, D.O., CEO, Natividad Medical Center

Attachments:

Attachment A on file with the Clerk of the Board  
PPPR Resolution on file with the Clerk of the Board