

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

Resolution No.: PPPR Control No. 15-017 )  
HRM Control No. 15-017 )

- Adopts 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; )
  - 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: <b>Physician Assistant</b>							Class Code	W G *	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						
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 8099-0002 8101-0001 8101-0002 8105-0001 8105-0002 8446-0001 8447-0001 8448-0001 8448-0002	(9.50)	0.00
54C03	Physician Assistant	8099-0001 8099-0002 8101-0001 8101-0002 8105-0001 8105-0002 8446-0001 8447-0001 8448-0001 8448-0002	9.50	9.50

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 on this \_\_\_\_\_ day of \_\_\_\_\_, 2015, by the following vote,  
to-wit:

AYES:

NOES:

ABSENT:

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\_\_\_ for the meeting on \_\_\_\_\_.

Dated:

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

By \_\_\_\_\_  
, Deputy