



Monterey County Board of Supervisors

Board Order

168 West Alisal Street,
1st Floor
Salinas, CA 93901
831.755.5066

Upon motion of Supervisor Phillips, seconded by Supervisor Parker and carried by those members present, the Board of Supervisors hereby:

Adopted Resolution 17-081 to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B to increase the salary range of the classification of Physician Assistant and to abolish the classifications of Physician Assistant I and II as indicated in the attached Resolution;
- b. Authorize the Auditor-Controller to make retroactive payment to impacted employees effective February 4, 2017; and
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this 14th day of March 2017, by the following vote, to wit:

AYES: Supervisors Alejo, Phillips, Salinas, Parker and Adams

NOES: None

ABSENT: None

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 80 for the meeting on March 14, 2017.

Dated: March 23, 2017
File ID: 17-0249

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

By *Dan Hancock*
Deputy

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

PPPR Control No. 17-004HRM Control No. 17-004**Resolution No.: 17-081**

- a. Amend Personnel Policies and Practices Resolution (PPPR))
 No. 98-394 and Appendices A and B to increase the salary)
 range of the classification of Physician Assistant and to)
 abolish the classifications of Physician Assistant I and II as)
 indicated in the attached Resolution;)
 b. Authorize the Auditor-Controller to make retroactive payment)
 to impacted employees effective February 4, 2017; and)
 c. Direct the Human Resources Department to implement the)
 changes in the Advantage HRM system.)

WHEREAS, On December 15, 2015 and 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 due to a classification and compensation study conducted by Cooperative Personnel Services (CPS); and

WHEREAS, The Human Resources Department has conducted a new wage analysis, reviewed the classification study conducted by CPS, and the items taken forward to the Board of Supervisors in 2015 and 2016; and

WHEREAS, the Human Resources Department recommends the salary of the Physician Assistant classification be increased to match that of the Nurse Practitioner II until a recommendation is brought forward that will formally align the salaries of these two classifications; and

WHEREAS, the Human Resources Department recommends the classifications of Physician Assistant I and II to be abolished; and

WHEREAS, the actions require the Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to be amended.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey to approve the following:

- Appendix A of Personnel Policies and Practices Resolution No. 98-394 is amended to adjust the salary range of the Physician Assistant classifications as indicated below effective February 4, 2017; and

Classification Title: Physician Assistant							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$54.397	\$57.380	\$60.527	\$63.849	\$67.352	\$70.719	\$74.256						
\$4,351.76	\$4,590.40	\$4,842.16	\$5,107.92	\$5,388.16	\$5,657.52	\$5,940.48	54C03	10	P	8834	H	E
\$9.429	\$9.946	\$10.491	\$11.067	\$11.674	\$12.258	\$12.871						

*provided for information purposes only

2. Appendices A and B of Personnel Policies and Practices Resolution No. 98-394 is amended to abolish the classifications of Physician Assistant I and II; and
3. The Auditor-Controller is authorized to make payments to impacted employees, retroactive to February 4, 2017; and
4. The Human Resources Department is hereby directed to implement these changes in the Advantage HRM System.

PASSED AND ADOPTED upon motion of Supervisor Phillips, seconded by Supervisor Parker and carried this 14th day of March 2017, by the following vote, to wit:

AYES: Supervisors Alejo, Phillips, Salinas, Parker and Adams

NOES: None

ABSENT: None

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 80 for the meeting on March 14, 2017.

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County of Monterey, State of California

By Denise Hancock
Deputy