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

Res	solution No.:	PPPR Control No. <u>19-010</u>	<u>)</u>)
		HRM Control No. 19-010	<u>)</u>)
Ado	opts a Resolution to:)
a)	Amend Personnel Policies and Practices Resolution	(PPPR) No. 98-394 Appendix A)
	and B to retitle the classification of Physician Assista	ant to Clinic Physician Assistant)
	and create the classifications of Hospital Physician A	Assistant and Psychiatric)
	Physician Assistant with the salary ranges as indicate	ed in the attached Resolution)
	effective retroactive to July 6, 2019; and)

- b) Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to retitle the classifications of Nurse Practitioner II to Clinic Nurse Practitioner and Nurse Practitioner III to Hospital Nurse Practitioner, create the classification of Psychiatric Nurse Practitioner and abolish the classification of Nurse Practitioner I as indicated in the attached Resolution effective retroactive to July 6, 2019; and
- c) Amend the Health Department Budget 4000-HEA007 Units 8097, 8099, 8100, 8105 and 4000-HEA012 Unit 8410 to reallocate positions and reclassify incumbents as indicated in Attachment A and the attached Resolution effective retroactive to July 6, 2019; and
- d) Direct the Auditor-Controller to make retroactive payment to impacted employees effective July 6, 2019; and
- e) Direct the County Administrative Office and the Auditor-Controller to incorporate the approved position changes in the FY 2019-20 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.

WHEREAS, the Health Department operates 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, outpatient, emergency, diagnostic, and specialty health care as well as being a Level II Trauma Center providing services to treat the most severe and critical injuries; and

WHEREAS, incumbents in the Physician Assistant and Nurse Practitioner classifications are critical in providing services to the community in the clinic and acute care hospital setting; and

WHEREAS, concerns have been raised pertaining to the Physician Assistants' performing essentially the same work as Nurse Practitioner III's and III's while the Nurse Practitioner III's receive a higher pay; and

WHEREAS, the Human Resources department contracted with independent consultants on two separate occasions to conduct comprehensive classification and compensation studies; and

WHEREAS, both studies recommended the retitling, creation of new classifications and reclassification of incumbents to more accurately reflect the level and criticality of the work performed and provide equitable compensation; and

WHEREAS, to implement the study recommendations, the actions require the Personnel Policies and Practices Resolution No. 98-394 Appendix A and B to be amended; NOW, THEREFORE,

BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

1. Appendix A and B of the Personnel Policies and Practices Resolution (PPPR) No. 98-394 is amended to retitle the classification of Physician Assistant to Clinic Physician Assistant and create the classifications of Hospital Physician Assistant and Psychiatric Physician Assistant with the salary ranges as indicated below effective retroactive to July 6, 2019;

Classificat	ion Title:	Clinic Phys	sician Assis	stant								
	Hourly, Bi-Weekly and Monthly Pay Rates											
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	W	EE	W/C	В	FLSA
Step 1	Step 2	ыср 3	Step 4	ыср 3	Step 0	Step 7	Code	G	O	*	U	Code
								*	Cat*			*
59.764	63.042	66.499	70.149	73.997	77.697	81.583						
4,781.12	5,043.36	5,319.92	5,611.92	5,919.76	6,215.76	6,526.64	54C03	10	P	8834	Н	Е
10,359	10,927	11,526	12,159	12,826	13,467	14,141						

^{*}provided for information purposes only

Classificat	ion Title: 1	Hospital Pl	nysician As	ssistant								
	Hourly, Bi-Weekly and Monthly Pay Rates											
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	W G	EE O	W/C *	B U	FLSA Code
							Code	*	Cat*	•	O	*
65.742	69.349	73.152	77.166	81.396	85.469	89.741						
5,259.36	5,547.92	5,852.16	6,173.28	6,511.68	6,837.52	7,179.28	54C04	10	P	8834	Н	Е
11,395	12,020	12,680	13,375	14,109	14,815	15,555						

^{*}provided for information purposes only

Classificat	ion Title: 1	Psychiatric	Physician	Assistant								
	Hour											
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	W	EE	W/C *	В	FLSA
							Code	G *	O Cat*	*	U	Code *
65.742	69.349	73.152	77.166	81.396	85.469	89.741						
5,259.36	5,547.92	5,852.16	6,173.28	6,511.68	6,837.52	7,179.28	54C05	10	P	8834	Н	Е
11,395	12,020	12,680	13,375	14,109	14,815	15,555						

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2. Appendix A and B of the Personnel Policies and Practices Resolution (PPPR) No. 98-394 is amended to retitle the classifications of Nurse Practitioner II to Clinic Nurse Practitioner and Nurse Practitioner III to Hospital Nurse Practitioner, create the classification of Psychiatric Nurse Practitioner and abolish the classification of Nurse Practitioner I as indicated below effective retroactive to July 6, 2019;

3. <u>C</u>	lassificatio	n Title: Cli	inic Nurse	Practition	er							
	Hourly, Bi-Weekly and Monthly Pay Rates											
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	W G	EE O	W/C *	B U	FLSA Code
							Code	*	Cat*			*
59.764	63.042	66.499	70.149	73.997	77.697	81.583						
4,781.12	5,043.36	5,319.92	5,611.92	5,919.76	6,215.76	6,526.64	52A97	10	P	8834	S	Е
10,359	10,927	11,526	12,159	12,826	13,467	14,141						

^{*}provided for information purposes only

Classificat	ion Title: 1	Hospital N	urse Practi	tioner								
	Hourly, Bi-Weekly and Monthly Pay Rates											
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	W	EE	W/C	В	FLSA
Step 1	Step 2	втер 3	втер і	ыср 3	втер о	всер т	Code	G	О	*	U	Code
								*	Cat*			*
65.742	69.349	73.152	77.166	81.396	85.469	89.741						
5,259.36	5,547.92	5,852.16	6,173.28	6,511.68	6,837.52	7,179.28	52A98	10	P	8834	S	Е
11,395	12,020	12,680	13,375	14,109	14,815	15,555						

^{*}provided for information purposes only

Classificat	ion Title: 1	Psychiatric	Nurse Pra	ectitioner								
	Hour	ly, Bi-Wee	kly and Mo	nthly Pay I	Rates_							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	W	EE	W/C	В	FLSA
Step 1	Step 2	втер 3	вер і	экер з	вир о	вер т	Code	G	O	*	U	Code
								*	Cat*			*
65.742	69.349	73.152	77.166	81.396	85.469	89.741						
5,259.36	5,547.92	5,852.16	6,173.28	6,511.68	6,837.52	7,179.28	52A94	10	P	8834	S	Е
11,395	12,020	12,680	13,375	14,109	14,815	15,555						

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Abolish

Classificat	ion Title: 1	Nurse Prac	titioner I									
	Hourly, Bi-Weekly and Monthly Pay Rates											
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	W	EE	W/C *	В	FLSA
							Code	G *	O Cat*	*	U	Code *
54.332	57.312	60.456	63.772	67.268	70.634	74.168						
4,346.56	4,584.96	4,836.48	5,101.76	5,381.44	5,650.72	5,933.44	52A85	10	P	8834	S	Е
9,418	9,934	10,479	11,054	11,660	12,243	12,856						

^{*}provided for information purposes only

3. The Health Department Budget 4000-HEA007 Units 8097, 8099, 8100, 8105 and 4000-HEA012 Unit 8410is amended to reallocate positions and reclassify incumbents retroactive to July 6, 2019 as indicated below;

Health Department Budget Unit 4000-HEA007-8097

Houn	n Departi	icht budget Omt 4000-HEA007-607			
	Class Code	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	52A98	Nurse Practitioner III	0001	(1.0)	0.0
То	52A97	Clinic Nurse Practitioner	0001	1.0	1.0

Health Department Budget Unit 4000-HEA007-8099

	Class Code	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	52A98	Nurse Practitioner III	0001	(1.0)	0.0
То	52A97	Clinic Nurse Practitioner	0001	1.0	1.0

pa	Depa	parti	ment Budget Unit 4000-HEA007-8105			
as	Clas	ass	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
19	52A9	498	Nurse Practitioner III	0001	(1.0)	0.0
_	52A9		Clinic Nurse Practitioner	0001	1.0	1.0
pa	Depa	part	ment Budget Unit 4000-HEA007-8100			
as od	Clas Cod	ass ode	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
	54C0		Physician Assistant	0001	(1.0)	0.0
	54C0		Psychiatric Physician Assistant	0001	1.0	1.0
pa	Depa	part	ment Budget Unit 4000-HEA012-8410			
	Clas Cod		Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
19	52A9	4 97	Nurse Practitioner II	0001 0002	(2.0)	0.0
19	52A9	4 94	Psychiatric Nurse Practitioner	0001 0002	2.0	2.0
19	52A9	498	Nurse Practitioner III	0001	(1.0)	0.0
19	52A9	1 94	Psychiatric Nurse Practitioner	0001	1.0	3.0
CO	54C0	C03	Physician Assistant	0001	(1.0)	0.0
CO	54C0	C05	Psychiatric Physician Assistant	0001	1.0	1.0
01 nt d j	6, 20 Councived	2019 inty d po nent	Controller is directed to make payment and Administrative Office and the Auditorsition changes in the FY 2019-20 Adoptis directed to implement the changes in DOPTED on thisday of	Controller oted Budge the Adva	are directed to incoret and the Human Rentage HRM system.	porate the sources
tŀ	tify tl	that	Clerk of the Board of Supervisors of the the foregoing is a true copy of an originared in the minutes thereof of Minute I. Valerie Ralph, Cler County of Monterey	nal order of Book for the Book	of said Board of Super or the meeting on oard of Supervisors	
			<u> </u>			the Board of Supervisors ate of California

Ву ____

, Deputy