

Resolution No.: _____ PPR Control No. 19-010)
 _____ HRM Control No. 19-010)

- a) Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B 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 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, 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:

- 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;

<u>Classification Title: Clinic Physician Assistant</u>							Class Code	W G *	EE O Cat*	W/C *	B U	FLSA Code *
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
59.764	63.042	66.499	70.149	73.997	77.697	81.583	54C03	10	P	8834	H	E
4,781.12	5,043.36	5,319.92	5,611.92	5,919.76	6,215.76	6,526.64						
10,359	10,927	11,526	12,159	12,826	13,467	14,141						

*provided for information purposes only

<u>Classification Title: Hospital Physician Assistant</u>							Class Code	W G *	EE O Cat*	W/C *	B U	FLSA Code *
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
65.742	69.349	73.152	77.166	81.396	85.469	89.741	54C04	10	P	8834	H	E
5,259.36	5,547.92	5,852.16	6,173.28	6,511.68	6,837.52	7,179.28						
11,395	12,020	12,680	13,375	14,109	14,815	15,555						

*provided for information purposes only

<u>Classification Title: Psychiatric Physician Assistant</u>							Class Code	W G *	EE O Cat*	W/C *	B U	FLSA Code *
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
65.742	69.349	73.152	77.166	81.396	85.469	89.741	54C05	10	P	8834	H	E
5,259.36	5,547.92	5,852.16	6,173.28	6,511.68	6,837.52	7,179.28						
11,395	12,020	12,680	13,375	14,109	14,815	15,555						

*provided for information purposes only

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

*provided for information purposes only

Classification Title: Hospital Nurse Practitioner							Class Code	W G *	EE O Cat*	W/C *	B U	FLSA Code *
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
65.742 5,259.36 11,395	69.349 5,547.92 12,020	73.152 5,852.16 12,680	77.166 6,173.28 13,375	81.396 6,511.68 14,109	85.469 6,837.52 14,815	89.741 7,179.28 15,555	52A98	10	P	8834	S	E

*provided for information purposes only

Classification Title: Psychiatric Nurse Practitioner							Class Code	W G *	EE O Cat*	W/C *	B U	FLSA Code *
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
65.742 5,259.36 11,395	69.349 5,547.92 12,020	73.152 5,852.16 12,680	77.166 6,173.28 13,375	81.396 6,511.68 14,109	85.469 6,837.52 14,815	89.741 7,179.28 15,555	52A94	10	P	8834	S	E

*provided for information purposes only

Abolish

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

*provided for information purposes only

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

Health Department Budget Unit 4000-HEA007-8097

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

Health Department Budget Unit 4000-HEA007-8105

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

Health Department Budget Unit 4000-HEA007-8100

	Class Code	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	54C03	Physician Assistant	0001	(1.0)	0.0
To	54C05	Psychiatric Physician Assistant	0001	1.0	1.0

Health Department Budget Unit 4000-HEA012-8410

	Class Code	Position Title	Position Number	Position Increase/Decrease	Revised Total FTE
From	52A97	Nurse Practitioner II	0001 0002	(2.0)	0.0
To	52A94	Psychiatric Nurse Practitioner	0001 0002	2.0	2.0
From	52A98	Nurse Practitioner III	0001	(1.0)	0.0
To	52A94	Psychiatric Nurse Practitioner	0001	1.0	3.0
From	54C03	Physician Assistant	0001	(1.0)	0.0
To	54C05	Psychiatric Physician Assistant	0001	1.0	1.0

4. The Auditor-Controller is directed to make payments to impacted employees retroactive to July 6, 2019; and
5. The County Administrative Office and the Auditor-Controller are directed to incorporate the approved position changes in the FY 2019-20 Adopted Budget and the Human Resources Department is directed to implement the changes in the Advantage HRM system.

PASSED AND ADOPTED on this ____ day of _____, 2019, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

I, Valerie Ralph, 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:

Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California

By _____
, Deputy