



## Monterey County Board of Supervisors

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Salinas, CA 93901  
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### Board Order

A motion was made by Supervisor Mary L. Adams, seconded by Supervisor Luis A. Alejo to Adopt Resolution No.: 19-340 to:

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

PASSED AND ADOPTED on this 15<sup>th</sup> day of October 2019, by the following vote, to wit:

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

NOES: None

ABSENT: None

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 82 for the meeting October 15, 2019.

Original Board Order and Resolution Issue  
Date: October 17, 2019  
Revised Board Order and Resolution Issue  
Date: May 12, 2020  
File ID.: RES 19-134 Agenda Item No.: 23

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

Valerie Ralph, Clerk of the Board

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

**Resolution No.: 19-340**

PPPR Control No. 19-010 )

HRM Control No. 19-010 )

Resolution to: )

- 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**, 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 II'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;

Classification Title: <b>Clinic Physician Assistant</b>							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

Classification Title: <b>Hospital Physician Assistant</b>							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

Classification Title: <b>Psychiatric Physician Assistant</b>							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

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>Classification Title:</u> <b>Clinic Nurse Practitioner</b>							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: <b>Hospital Nurse Practitioner</b>							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	52A98	10	P	8834	S	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

Classification Title: <b>Psychiatric Nurse Practitioner</b>							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	52A94	10	P	8834	S	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

**Abolish**

Classification Title: Nurse Practitioner I							Class Code	W G *	EE O 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						
54.332	57.312	60.456	63.772	67.268	70.634	74.168	52A85	10	P	8834	S	E
4,346.56	4,584.96	4,836.48	5,101.76	5,381.44	5,650.72	5,933.44						
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 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	0003	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 15<sup>th</sup> day of October 2019, by the following vote, to wit:

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

NOES: None

ABSENT: None

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 82 for the meeting October 15, 2019.

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

Original Board Order and Resolution Issue Date: October 17, 2019

Revised Board Order and Resolution Issue Date: May 12, 2020

File ID.: RES 19-134 Agenda Item No.: 23

  
Valerie Ralph, Clerk of the Board

Administrative Correction: To 52A94 Psychiatric Nurse Practitioner 0001 to 0003