



Board Report

File #: 16-1057, **Version:** 1

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the Salary Range for the Classification of Physician Assistant as indicated in the attached Resolution; and
- b. Authorize the County Administrative Office to reflect these approved changes in the Fiscal Year 2016-17 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the Salary Range for the Classification of Physician Assistant as indicated in the attached Resolution; and
- b. Authorize the County Administrative Office to reflect these approved changes in the Fiscal Year 2016-17 Adopted Budget and the Human Resources Department to implement the changes in the Advantage HRM system.

SUMMARY/DISCUSSION:

The Clinic Services Bureau 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 public health services regardless of ability to pay. Behavioral Health Bureau provides full spectrum of mental health and substance use disorder treatment services to residents of the County. Natividad Medical Center provides for comprehensive inpatient medical care for the residents of Monterey County.

Incumbents in both the Physician Assistant and Nurse Practitioner classifications are critical in providing services to the community in the clinic setting. Indeed, these licensed professionals provide diagnostic services and patient care in the place of physicians, in many clinic settings. Without the benefit of the services and skills of the Physician Assistants and Nurse Practitioners, the Health Department and NMC would be at a distinct disadvantage in being able to provide for primary medical care in the clinic setting. These two job classifications provide essentially the same services to County clinic patients.

Due to concerns pertaining to the classification and compensation of Physician Assistant, discussions regarding the recommended correction were initiated by the Health Department approximately two (2) years ago. As a result, a comprehensive classification study was conducted by Cooperative Personnel Services (CPS) and was approved by the Board in December, 2015.

Thereafter, the MCRNA negotiations were completed earlier in 2016, resulting in a six percent (6%) salary increase for nursing classifications, including Nurse Practitioners. At this time the Physician Assistants are not in the MCRNA bargaining unit, but instead are in the SEIU Local 521, Unit H bargaining unit. It is recommended that the classification of Physician Assistant also receive an overall 6% salary increase. This will ensure and promote greater collaboration, improve morale, and increase job satisfaction among the affected Clinic and Natividad Medical Center staff. Further, it will provide a stronger recruiting position for future candidate pools, thereby helping ensure adequate availability of the necessary staffing to support the ever-

evolving clinical services upon which the Monterey County public relies.

Therefore, in lieu of completing an updated compensation study and incurring additional expenses, the Health Department recommends an increase of 4.5% in compensation (in addition to the 1.5% SEIU Unit H negotiated increase) for the classification of Physician Assistant.

It is therefore recommended that your Board approve the new salary range as indicated in the attached Resolution.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department, Health Department, and Natividad Medical Center have reviewed and concur with these recommendations.

FINANCING:

Health Department: The 2016-2017 estimated increased current fiscal year cost of \$113,500 will be covered within the Health Department's existing appropriations (4000-HEA007 of \$102,100 and 4000-HEA012-8410 of \$11,400) and Natividad Medical Center (Budget Unit 9600: \$11,400) and is included in the 2016-2017 Adopted Budget. The increased annualized cost of \$139,500 in future years will be included in the Requested Budget in the appropriate budget units. There is no impact on the General Fund.

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Approved by: Irma Ramirez-Bough, Human Resources Director, 5043

Attachments:

PPPR Resolution is on file with the Clerk of the Board