



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: 17-0249, **Version:** 1

Adopt a Resolution 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.

RECOMMENDATION:

It is recommended that the Board of Supervisors take the following actions:

- 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.

SUMMARY/DISCUSSION:

On December 15, 2015, the Board of Supervisors approved the recommendation to consolidate and retitle the Physician Assistant I and II to a single classification of Physician Assistant and the adoption of a new salary range. The salary at the time of the consolidation placed the Physician Assistant at the same rate as the Nurse Practitioner II classification as the study found the positions provide essentially the same services to County Clinic patients. Subsequently, the Monterey County Registered Nurses Association (MCRNA) completed negotiations resulting in a six-percent salary increase for nursing classifications including Nurse Practitioners. As the Physician Assistant is represented by SEIU Local 521, the classification received a negotiated 1.5-percent increase, which resulted in the classification being paid 4.5 percent less than the Nurse Practitioner II. To address this issue, on 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.

On January 31, 2017, the Board of Supervisors approved a Tentative Agreement with MCRNA which provides salary increases for nursing classification every six months through July 2019. These salary increases and those negotiated with SEIU will continue to cause salary discrepancies between the Physician Assistant and the Nurse Practitioner II.

To ensure the prior recommendation is relevant, the Human Resources Department conducted a new wage analysis, reviewed the classification study conducted by Cooperative Personnel Services (CPS), and the items taken forward to the Board of Supervisors in 2015 and 2016. Human Resources staff is formulating a recommendation that will formally align the salaries of these two classifications. In the interim, it is recommended the Board of Supervisors approve an increase to the Physician Assistant salary range to match the salary range of Nurse Practitioner II, retroactive to February 4, 2017, and abolish the classifications of Physician Assistant I and II as they were not formally abolished with the actions taken on December 15, 2015.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The estimated increased Fiscal Year 2016-17 cost for the Health Department of \$17,228 will be covered within the Health Department's existing appropriations (4000-HEA007, \$15,662 and 4000-HEA012, \$1,566). The estimated increased Fiscal Year 2016-17 cost for Natividad Medical Center of \$1,600 will be covered within the Natividad Medical Center existing appropriations (9600-NMC001). There will be no impact to the General Fund resulting from this action.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

- ☐ Economic Development
- ☒ Administration
- ☐ Health & Human Services
- ☐ Infrastructure
- ☐ Public Safety

Prepared by: Kim Moore, Assistant Director of Human Resources

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

Attachment:
Resolution