

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

Resolution No.: PPPR Control No. 22-016)
HRM Control No. 22-015)

- Adopt a Resolution to:)
a) Amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A)
and B to adjust the salary range for the classification of Nursing Assistant, as)
indicated below; and)
b) Direct the Monterey County Human Resources Department to implement the)
changes in the Advantage HRM System.)

WHEREAS, Natividad conducted and concluded a compensation study in response to an agreement during negotiations and a request from SEIU to ensure that the current salary properly aligned with market after the approval of new comparable agencies with the recent updates to the County's compensation philosophy;

WHEREAS, the findings of the compensation study resulted in Natividad recommending an adjustment to the salary range for the classification of Nursing Assistant in order to recruit and retain qualified candidates; and

WHEREAS, this action requires the Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to be amended;

NOW, THEREFORE, the Monterey County Board of Supervisors hereby resolved to approve the following:

- a) The Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B are amended to adjust the salary range for the classification of Nursing Assistant, as indicated below;

Classification Title: Nursing Assistant							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$21.901	\$23.105	\$24.376	\$25.717	\$27.131	\$28.488	\$29.912	50U20	20	SM	9043	H	N
\$1,752.07	\$1,848.43	\$1,950.09	\$2,057.34	\$2,170.49	\$2,279.01	\$2,392.96						
\$3,796	\$4,005	\$4,225	\$4,458	\$4,703	\$4,938	\$5,185						

*provided for information purposes only

- b) The Monterey County Human Resources Department is directed to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this ____ day of _____, 2022, 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