



Monterey County

Item No.

Board Report

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

Legistar File Number: RES 22-110**June 07, 2022****Introduced:** 5/25/2022**Current Status:** Agenda Ready**Version:** 1**Matter Type:** BoS Resolution

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary ranges of the Licensed Vocational Nurse and Public Health Licensed Vocational Nurse classifications as indicated in Attachment A;
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

RECOMMENDATION:

It is recommended that the Board of Supervisors adopts a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to adjust the base wage salary ranges of the Licensed Vocational Nurse and Public Health Licensed Vocational Nurse classifications as indicated in Attachment A;
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

SUMMARY/DISCUSSION:

A base wage compensation study of the Licensed Vocational Nurse classification was requested by Natividad citing qualified applicants' unwillingness to accept offers of employment with our current salary range and no record of a salary study in the last twenty (20) years. For these reasons, the base wage compensation study was approved by the Human Resources Department. It was found that the Monterey County classification system also includes the Public Health Licensed Vocational Nurse classification which has historically been tied to the Licensed Vocational Nurse classification. As a result of this finding, the Human Resources Department included the Public Health Licensed Vocational Nurse in this base wage compensation study.

The base wage analysis of the County comparable agencies found that based on the duties performed, the benchmark classification of Licensed Vocational Nurse was matched to five (5) of the nine (9) comparable agencies and its salary was found to be approximately 11.84% below the salary mean of the comparable agency classifications.

The job duties performed by the Public Health Licensed Vocational Nurse classification was matched to only one (1) of the nine (9) comparable agencies. In accordance with the Compensation Philosophy of not meeting the classification and compensation standard by having a minimum of three (3) benchmark classification matches with our comparable agencies, an internal equity analysis of the Public Health Licensed Vocational Nurse was conducted. The County's philosophy states that internal comparisons will be utilized to set base wages for classifications in the absence of sufficient external data comparisons. This study found that since both the Licensed Vocational Nurse and Public Health Licensed Vocational Nurse classifications require licensure as a Licensed Vocational Nurse and that

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their salaries have been historically tied, the base wage salary of the Public Health Licensed Vocational Nurse would need to be adjusted to maintain consistency with the County's practice of aligning the salary to the Licensed Vocational Nurse.

Therefore, it is recommended to adjust the base wages of the Licensed Vocational Nurse classification by approximately 11.84% at top step and to adjust the salary of the Public Health Licensed Vocational Nurse to maintain the internal alignment.

OTHER AGENCY INVOLVEMENT:

The Board of Supervisors Budget Committee, Health Department, and Natividad have reviewed and concur with the recommendations. In addition, Service Employees International Union (SEIU) Local 521 has been provided notice of these recommendations.

FINANCING:

The salary and benefits increase for Natividad for the remainder of FY 2021-22 is approximately \$10,351 or \$124,212 annually and will be absorbed within the department's existing budget.

The salary and benefits increase for the Health Department for the remainder of FY 2021-22 is approximately \$7,361 and will be managed within the department's existing appropriation and revenue. The budget impact for FY 2022-23 will be \$88,326 and will be managed within the Department's FY 2022-23 budget.

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

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Attachment:

Attachment A

Resolution