



# Monterey County

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

## Board Report

Legistar File Number: RES 19-111

August 27, 2019

**Introduced:** 7/11/2019

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** BoS Resolution

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges for the classifications of: Hospital Director of Nursing Education and Hospital Chief Nursing Officer as indicated below; and
- b. Direct the Monterey County 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 No. 98-394 and Appendix B to adjust the salary ranges for the classifications of: Hospital Director of Nursing Education and Hospital Chief Nursing Officer as indicated below; and
- b. Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

### **SUMMARY:**

Natividad recommends that the salary ranges for the two nursing manager classifications listed in the attached resolution be adjusted as indicated. After implementing the latest salary adjustments, further compaction issues were created between the Hospital Director of Nursing Education and its subordinates. Natividad recommends adjusting the range for this classification to resolve this issue. It was also discovered that steps were included in error in the salary range adjustment that was approved on September 11, 2018 for Hospital Chief Nursing Officer. This administrative error needs to be corrected.

### **DISCUSSION:**

After implementing the salary adjustments in September 2018 and January 2019 for the nurse managers and supervisors, it was discovered that the salary range for the Hospital Director of Nursing Education classification is less than the subordinate classification of Staff Nurse III. Natividad recommends adjusting the salary of Hospital Director of Nursing Education to 10% above the Staff Nurse III salary effective June 1, 2019 to realign the director classification salary and resolve the compaction issue.

Natividad further recommends that the Hospital Chief Nursing Officer salary string be returned to a minimum/maximum salary range as previously approved. This action corresponds with Resolution No.: 13-301 in which the Board of Supervisors approved changing the structure of the current salary table for the classification of Hospital Chief Nursing Officer from a 7-step to a minimum/maximum salary range. This was reverted back to a 7-step range due to an administrative error on the report dated

September 11, 2018 when supervisory and management level nursing classifications were adjusted. The salary string for this classification is being resubmitted as a minimum/maximum range (\$228,789 - \$312,478 annually) without steps.

**OTHER AGENCY INVOLVEMENT:**

Natividad consulted with the Monterey County Human Resources Department/Labor Division regarding this recommendation.

**FINANCING:**

The annualized increase to the Natividad Budget (Unit 9600) is approximately \$18,418.40, which will be absorbed in the Natividad Budget (Unit 9600) for FY 2019-20.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

Approval of these salary adjustments will allow Natividad Medical Center to recruit and/or retain highly qualified staff to provide essential leadership to critical divisions within the hospital, which equates to improved healthcare and equitable health opportunities for patients and the community.

- Economic Development
- Administration
- Health and Human Services
- Infrastructure
- Public Safety

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Attachment: Resolution