

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

Resolution No.: PPPR Control No. 22-000)
HRM Control No. 22-000)

- Adopt a Resolution to:)
a) Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A)
to adjust the salary ranges of the Supervising Clinic Nurse, Supervising Nurse I,)
Supervising Nurse II and Supervising Public Health Nurse classifications as)
indicated below; and)
b) Direct the Human Resources Department to implement the changes in the)
Advantage HRM System.)

WHEREAS, Natividad and the Monterey County Health Department employ nurses and nursing supervisors across separate bargaining units that are represented by different associations; and

WHEREAS, it is recognized that the nursing classification in Bargaining Unit S with Californian Nurses' Association (CNA) received 6% as a result of the most recent negotiations; and

WHEREAS, Natividad and the Monterey County Health Department recommend increasing the salary ranges for the respective supervisory nursing classifications by 3.5% in an effort to address the compaction issues that occur between subordinate nursing classifications and their respective supervisory nursing classification as a result of labor negotiations, and to support efforts to recruit and retain qualified nursing supervisors, which are critical to patient care services; and

WHEREAS, to implement the recommendations, the actions require the Personnel Policies and Practices Resolution No. 98- 394 Appendix A to be amended; NOW, THEREFORE,

BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

- Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary ranges of the Supervising Clinic Nurse, Supervising Nurse I, Supervising Nurse II and Supervising Public Health Nurse classifications as indicated below:

Classification Title: Supervising Clinic Nurse							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						
\$57.362	\$60.517	\$63.845	\$67.356	\$71.061	\$74.614	\$78.344	52A83	10	P	9043	F	Exempt
\$4,588.96	\$4,841.34	\$5,107.60	\$5,388.50	\$5,684.85	\$5,969.09	\$6,267.55						
\$9,943	\$10,490	\$11,066	\$11,675	\$12,317	\$12,933	\$13,580						

*provided for information purposes only

Classification Title: Supervising Nurse I							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$65.163	\$68.747	\$72.527	\$76.516	\$80.724	\$84.761	\$88.999	52A16	10	P	9043	F	Non-exempt
\$5,213.02	\$5,499.73	\$5,802.19	\$6,121.30	\$6,457.95	\$6,780.85	\$7,119.89						
\$11,295	\$11,916	\$12,571	\$13,263	\$13,992	\$14,692	\$15,426						

*provided for information purposes only

Classification Title: Supervising Nurse II							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$68.289	\$72.044	\$76.007	\$80.187	\$84.597	\$88.827	\$93.268	52A17	10	P	9043	F	Non-exempt
\$5,463.10	\$5,763.55	\$6,080.53	\$6,414.94	\$6,767.75	\$7,106.13	\$7,461.44						
\$11,837	\$12,488	\$13,174	\$13,899	\$14,663	\$15,397	\$16,166						

*provided for information purposes only

Classification Title: Supervising Public Health Nurse							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$53.494	\$56.436	\$59.540	\$62.815	\$66.269	\$69.583	\$73.062	52E80	10	P	9410	F	Exempt
\$4,279.53	\$4,514.89	\$4,763.20	\$5,025.16	\$5,301.53	\$5,566.60	\$5,844.93						
\$9,272	\$9,782	\$10,320	\$10,888	\$11,487	\$12,061	\$12,664						

*provided for information purposes only

2. The 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