

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

Resolution No.: PPPR Control No. 16-026 )  
HRM Control No. 16-024 )

Adopt a Resolution to: )

- a. Amend the Personnel Policies and Practices Resolution No. 98-394 to Adjust the Salary Ranges for the Classifications of: Supervising Clinic Nurse, Supervising Nurse I, Supervising Nurse II, Nursing Services Unit Manager, Nursing Services Division Manager, Director of Surgical Services, Hospital Director of Nursing Education, Utilization Management Coordinator, Administrative Nurse/House Supervisor, Hospital Chief Nursing Officer and Supervising Public Health Nurse; )
- b. Authorize the County Administrative Office to Incorporate the Approved Changes in the Natividad Medical Center and the Monterey County Health Department FY 2016-17 Adopted Budgets; and )
- c. Direct the Human Resources Department to Implement the Changes in the Advantage HRM System. )

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

WHEREAS, it is recognized that the nursing classifications in Bargaining Unit S with Monterey County Registered Nurses Association (MCRNA) received 6% in salary increases as a result of the most recent negotiations; and

WHEREAS, Natividad Medical Center and the Monterey County Health Department recommend increasing the salary ranges for the respective supervisory/management nursing classifications by 4.5% in an effort to address the compaction issue that occurred between subordinate nursing classifications and their respective supervisory/management nursing classifications as a result of labor negotiations, and to support efforts to recruit and retain qualified nursing supervisors and managers, which are critical to patient care services;

NOW, THEREFORE, the Monterey County Board of Supervisors hereby resolved to approve the following, effective September 17, 2016:

- a. Amended the Personnel Policies and Practices Resolution No. 98-394 to Adjust the Salary Ranges for the Classifications of: Supervising Clinic Nurse, Supervising Nurse I, Supervising Nurse II, Nursing Services Unit Manager, Nursing Services Division Manager, Director of Surgical Services, Hospital Director of Nursing Education, Utilization Management Coordinator, Administrative Nurse/House Supervisor, Hospital Chief Nursing Officer and Supervising Public Health Nurse;

| Classification Title: Supervising Clinic Nurse |            |            |            |            |            |            | Class Code | WG * | EEO Cat* | W/C* | B U | FLSA Code* |
|--|------------|------------|------------|------------|------------|------------|------------|------|----------|------|-----|------------|
| Hourly, Bi-Weekly and Monthly Pay Rates        |            |            |            |            |            |            |            |      |          |      |     |            |
| Step 1   | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     |            |      |          |      |     |            |
| \$45.449                                       | \$47.942   | \$50.572   | \$53.346   | \$56.272   | \$59.086   | \$62.040   | 52A83      | 10   | P        | 9043 | F   | E          |
| \$3,635.94                                     | \$3,835.38 | \$4,045.76 | \$4,267.68 | \$4,501.77 | \$4,726.86 | \$4,963.20 |            |      |          |      |     |            |
| \$7,878  | \$8,310    | \$8,766    | \$9,247    | \$9,754    | \$10,242   | \$10,754   |            |      |          |      |     |            |

\*provided for information purposes only

|  |            |            |            |            |            |            |               |         |             |      |        |               |
|--|------------|------------|------------|------------|------------|------------|---------------|---------|-------------|------|--------|---------------|
| <u>Classification Title:</u> Supervising Nurse I |            |            |            |            |            |            | Class<br>Code | WG<br>* | EEO<br>Cat* | W/C* | B<br>U | FLSA<br>Code* |
| <u>Hourly, Bi-Weekly and Monthly Pay Rates</u>   |            |            |            |            |            |            |               |         |             |      |        |               |
| Step 1   | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     |               |         |             |      |        |               |
| \$52.367   | \$55.239   | \$58.269   | \$61.466   | \$64.837   | \$68.079   | \$71.483   | 52A16         | 10      | P           | 9043 | F      | N             |
| \$4,189.36                                       | \$4,419.15 | \$4,661.56 | \$4,917.25 | \$5,186.98 | \$5,446.32 | \$5,718.64 |               |         |             |      |        |               |
| \$9,077  | \$9,575    | \$10,100   | \$10,654   | \$11,238   | \$11,800   | \$12,390   |               |         |             |      |        |               |

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|---|------------|------------|------------|------------|------------|------------|---------------|---------|-------------|------|--------|---------------|
| <u>Classification Title:</u> Supervising Nurse II |            |            |            |            |            |            | Class<br>Code | WG<br>* | EEO<br>Cat* | W/C* | B<br>U | FLSA<br>Code* |
| <u>Hourly, Bi-Weekly and Monthly Pay Rates</u>    |            |            |            |            |            |            |               |         |             |      |        |               |
| Step 1  | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     |               |         |             |      |        |               |
| \$54.987  | \$58.003   | \$61.184   | \$64.541   | \$68.081   | \$71.485   | \$75.059   | 52A17         | 10      | P           | 9043 | F      | N             |
| \$4,398.94  | \$4,640.23 | \$4,894.75 | \$5,163.24 | \$5,446.46 | \$5,718.78 | \$6,004.72 |               |         |             |      |        |               |
| \$9,531   | \$10,054   | \$10,605   | \$11,187   | \$11,801   | \$12,391   | \$13,010   |               |         |             |      |        |               |

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|--|------------|------------|------------|------------|------------|------------|---------------|---------|-------------|------|--------|---------------|
| <u>Classification Title:</u> Nursing Services Unit Manager |            |            |            |            |            |            | Class<br>Code | WG<br>* | EEO<br>Cat* | W/C* | B<br>U | FLSA<br>Code* |
| <u>Hourly, Bi-Weekly and Monthly Pay Rates</u>             |            |            |            |            |            |            |               |         |             |      |        |               |
| Step 1   | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     |               |         |             |      |        |               |
| \$59.635   | \$62.906   | \$66.357   | \$69.996   | \$73.836   | \$77.528   | \$81.404   | 52A92         | 10      | P           | 9043 | X      | E             |
| \$4,770.79   | \$5,032.48 | \$5,308.52 | \$5,599.71 | \$5,906.87 | \$6,202.21 | \$6,512.32 |               |         |             |      |        |               |
| \$10,337   | \$10,904   | \$11,502   | \$12,133   | \$12,798   | \$13,438   | \$14,110   |               |         |             |      |        |               |

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|--|------------|------------|------------|------------|------------|------------|---------------|---------|-------------|------|--------|---------------|
| <u>Classification Title:</u> Nursing Services Division Manager |            |            |            |            |            |            | Class<br>Code | WG<br>* | EEO<br>Cat* | W/C* | B<br>U | FLSA<br>Code* |
| <u>Hourly, Bi-Weekly and Monthly Pay Rates</u>                 |            |            |            |            |            |            |               |         |             |      |        |               |
| Step 1   | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     |               |         |             |      |        |               |
| \$65.442   | \$69.032   | \$72.818   | \$76.813   | \$81.026   | \$85.077   | \$89.331   | 52A88         | 10      | P           | 9043 | X      | E             |
| \$5,235.37   | \$5,522.54 | \$5,825.46 | \$6,145.00 | \$6,482.07 | \$6,806.17 | \$7,146.48 |               |         |             |      |        |               |
| \$11,343   | \$11,965   | \$12,622   | \$13,314   | \$14,044   | \$14,747   | \$15,484   |               |         |             |      |        |               |

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|--|------------|------------|------------|------------|------------|------------|---------------|---------|-------------|------|--------|---------------|
| <u>Classification Title:</u> Director of Surgical Services |            |            |            |            |            |            | Class<br>Code | WG<br>* | EEO<br>Cat* | W/C* | B<br>U | FLSA<br>Code* |
| <u>Hourly, Bi-Weekly and Monthly Pay Rates</u>             |            |            |            |            |            |            |               |         |             |      |        |               |
| Step 1   | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     |               |         |             |      |        |               |
| \$65.784   | \$69.393   | \$73.199   | \$77.214   | \$81.449   | \$85.522   | \$89.798   | 52A96         | 9       | P           | 9043 | X      | E             |
| \$5,262.73   | \$5,551.41 | \$5,855.92 | \$6,177.13 | \$6,515.96 | \$6,841.75 | \$7,183.84 |               |         |             |      |        |               |
| \$11,403   | \$12,028   | \$12,688   | \$13,384   | \$14,118   | \$14,824   | \$15,565   |               |         |             |      |        |               |

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|---|------------|------------|------------|------------|------------|------------|---------------|---------|-------------|------|--------|---------------|
| <u>Classification Title:</u> Hospital Director of Nursing Education |            |            |            |            |            |            | Class<br>Code | WG<br>* | EEO<br>Cat* | W/C* | B<br>U | FLSA<br>Code* |
| <u>Hourly, Bi-Weekly and Monthly Pay Rates</u>                      |            |            |            |            |            |            |               |         |             |      |        |               |
| Step 1  | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     |               |         |             |      |        |               |
| \$47.895  | \$50.522   | \$53.293   | \$56.216   | \$59.300   | \$62.265   | \$65.378   | 14M31         | 10      | P           | 9043 | X      | E             |
| \$3,831.57  | \$4,041.74 | \$4,263.44 | \$4,497.30 | \$4,743.98 | \$4,981.18 | \$5,230.24 |               |         |             |      |        |               |
| \$8,302   | \$8,757    | \$9,237    | \$9,744    | \$10,279   | \$10,793   | \$11,332   |               |         |             |      |        |               |

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|--|------------|------------|------------|------------|------------|------------|------------|------|----------|------|-----|------------|
| Classification Title: Utilization Management Coordinator |            |            |            |            |            |            | Class Code | WG * | EEO Cat* | W/C* | B U | FLSA Code* |
| Hourly, Bi-Weekly and Monthly Pay Rates                  |            |            |            |            |            |            |            |      |          |      |     |            |
| Step 1   | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     |            |      |          |      |     |            |
| \$49,648   | \$52,371   | \$55,244   | \$58,274   | \$61,470   | \$64,544   | \$67,771   | 52A34      | 7    | P        | 9043 | X   | E          |
| \$3,971.81   | \$4,189.68 | \$4,419.49 | \$4,661.91 | \$4,917.62 | \$5,163.51 | \$5,421.68 |            |      |          |      |     |            |
| \$8,606  | \$9,078    | \$9,576    | \$10,101   | \$10,655   | \$11,188   | \$11,747   |            |      |          |      |     |            |

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|---|------------|------------|------------|------------|------------|------------|------------|------|----------|------|-----|------------|
| Classification Title: Administrative Nurse/House Supervisor |            |            |            |            |            |            | Class Code | WG * | EEO Cat* | W/C* | B U | FLSA Code* |
| Hourly, Bi-Weekly and Monthly Pay Rates                     |            |            |            |            |            |            |            |      |          |      |     |            |
| Step 1  | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     |            |      |          |      |     |            |
| \$58,015  | \$61,197   | \$64,554   | \$68,095   | \$71,830   | \$75,422   | \$79,193   | 52A89      | 10   | P        | 9043 | X   | E          |
| \$4,641.21  | \$4,895.80 | \$5,164.34 | \$5,447.62 | \$5,746.43 | \$6,033.75 | \$6,335.44 |            |      |          |      |     |            |
| \$10,056  | \$10,608   | \$11,189   | \$11,803   | \$12,451   | \$13,073   | \$13,727   |            |      |          |      |     |            |

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|  |            |            |            |            |             |             |            |      |          |      |     |            |
|--|------------|------------|------------|------------|-------------|-------------|------------|------|----------|------|-----|------------|
| Classification Title: Hospital Chief Nursing Officer |            |            |            |            |             |             | Class Code | WG * | EEO Cat* | W/C* | B U | FLSA Code* |
| Hourly, Bi-Weekly and Monthly Pay Rates              |            |            |            |            |             |             |            |      |          |      |     |            |
| Step 1   | Step 2     | Step 3     | Step 4     | Step 5     | Step 6      | Step 7      |            |      |          |      |     |            |
| \$100,689  | \$106,212  | \$112,038  | \$118,184  | \$124,667  | \$130,900   | \$137,445   | 12C28      | 01   | OA       | 9043 | Y   | E          |
| \$8,055.15   | \$8,497.00 | \$8,963.08 | \$9,454.72 | \$9,973.33 | \$10,472.00 | \$10,995.60 |            |      |          |      |     |            |
| \$17,453   | \$18,410   | \$19,420   | \$20,485   | \$21,609   | \$22,689    | \$23,824    |            |      |          |      |     |            |

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|---|------------|------------|------------|------------|------------|------------|------------|------|----------|------|-----|------------|
| Classification Title: Supervising Public Health Nurse |            |            |            |            |            |            | Class Code | WG * | EEO Cat* | W/C* | B U | FLSA Code* |
| Hourly, Bi-Weekly and Monthly Pay Rates               |            |            |            |            |            |            |            |      |          |      |     |            |
| Step 1  | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     |            |      |          |      |     |            |
| \$41,556  | \$43,835   | \$46,239   | \$48,776   | \$51,451   | \$54,024   | \$56,725   | 52E80      | 10   | P        | 9410 | F   | E          |
| \$3,324.45  | \$3,506.80 | \$3,699.16 | \$3,902.06 | \$4,116.10 | \$4,321.90 | \$4,538.00 |            |      |          |      |     |            |
| \$7,203   | \$7,598    | \$8,015    | \$8,454    | \$8,918    | \$9,364    | \$9,832    |            |      |          |      |     |            |

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- b. Authorized the County Administrative Office to Incorporate the Approved Changes in the Natividad Medical Center and the Monterey County Health Department FY 2016-17 Adopted Budgets; and
- c. Directed the Human Resources Department to Implement the Changes in the Advantage HRM System.

PASSED AND ADOPTED on this \_\_\_\_\_ day of \_\_\_\_\_, 2016, by the following vote, to-wit:

AYES:  
 NOES:  
 ABSENT:

I, Gail T. Borkowski, 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:

Gail T. Borkowski, Clerk of the Board of Supervisors  
County of Monterey, State of California

By \_\_\_\_\_  
, Deputy