

*Before the Board of Supervisors
County of Monterey, State of California*

Resolution No.: 23-238

PPPR Control No. 23-022)

HRM Control No. 23-018)

Adopt a Resolution to:

- a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Hospital Chief Nursing Officer classification as indicated below; and)
- b) Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.)

WHEREAS, Natividad Medical Center (NMC) administration staff requested a base wage compensation study of the nursing manager classifications; and

WHEREAS, performed a wage review for the Hospital Chief Nursing Officer classification using the hospital comparable agencies and looking internally for comparable position matches and determined that there was insufficient data available; and

WHEREAS, it is recommended to adjust the base wage salary of Hospital Chief Nursing Officer by the same approximate percentage of 5% identified at top step for the nursing manager classifications to maintain the spread between the classifications per past practice; 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:

1. Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary range of the Hospital Chief Nursing Officer classification as indicated below:

Classification Title: Hospital Chief Nursing Officer							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						
\$131,331	\$0.000	\$0.000	\$0.000	\$0.000	\$0.000	\$179,370	12C28	1	OA	9043	Y	Exempt
\$10,506.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,349.64						
\$22,764	\$0	\$0	\$0	\$0	\$0	\$31,091						

*provided for information purposes only

2. The Human Resources Department is directed to implement the changes in the Advantage Human Resources Management System.

PASSED AND ADOPTED on this 11th day of July 2023, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, Askew, and Adams

NOES: None

ABSENT: None

(Government Code 54953)

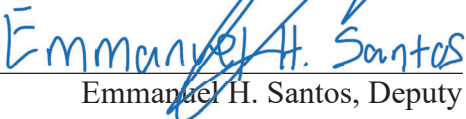
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on July 11, 2023.

REVISED Date: August 23, 2023

File ID: RES 23-088

Agenda Item No. 20.1

Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California


Emmanuel H. Santos, Deputy