



Monterey County

168 West Alisal Street,
1st Floor
Salinas, CA 93901
831.755.5066

Board Report

Legistar File Number: 16-1060

September 20, 2016

Introduced: 9/9/2016

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

Adopt 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.

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors take the following action:

- 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.

SUMMARY:

Natividad Medical Center and the Monterey County Health Department recommend that the salary ranges for the nursing supervisor/manager classifications listed in the attached resolution be adjusted. This recommendation addresses a compaction issue between these supervisory/management nursing classifications and their subordinate nursing classifications that occurred upon implementation of salary increases that the subordinate nursing classifications received as a result of labor negotiations with the Monterey County Registered Nurses Association (MCRNA).

DISCUSSION:

In order to promote efforts to recruit and retain qualified nursing supervisors and managers in the hospital, primary care clinics, and public health, Natividad Medical Center and the Monterey County Health Department recommend salary adjustments for supervisor and manager level nursing classifications. This recommendation addresses a compaction issue between non-represented management nursing classifications and supervisory nursing classifications (represented by SEIU-Local 521 - Unit F) listed in this report and in the attached resolution, and their respective subordinate nursing classifications (represented by MCRNA - Unit S). The present compaction issue occurred upon implementation of salary increases the subordinate nursing classifications received as a result of labor negotiations with MCRNA - Unit S.

Over the last MOU term, MCRNA - Unit S nurses received a total base salary increase of 6%, while unrepresented nursing managers and SEIU-Local 521 - Unit F nursing supervisors received a total base salary increase of 1.5%. This results in a disincentive for nurses to seek promotional opportunities or to continue in nurse supervising and managing positions because the differential for taking on supervisory responsibilities is negligible. The proposed recommendations listed in the attached resolution strive to provide a fair incentive for nursing professionals to seek and continue to serve in nursing supervisor and manager positions by providing an increase of 4.5% to the salary ranges for nursing supervisor and manager classifications.

These salary adjustments support Natividad Medical Center and the Monterey County Health Department in their ongoing efforts to recruit and retain qualified nursing supervisors and managers in the hospital, primary care clinics, and public health. Therefore, it is recommended that the Board approve this action.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The annualized increase to the Natividad Medical Center Budget (Unit 9600) is approximately \$279,460, which will be absorbed in the NMC Budget (Unit 9600) for FY 2016-17 and included in the NMC Budget (Unit 9600) for future years. This action has no impact on the General Fund.

The 2016-2017 estimated increased current fiscal year cost of \$22,650 will be covered within the Health Departments existing appropriations (\$16,150 in 4000-HEA003 Unit 8424; and \$6,500 in 4000-HEA004 Unit 8121) and is included in the 2016-2017 Adopted Budget. The annualized increase in future years will be included in the Requested Budget in the appropriate budget units. There is no impact on General Fund.

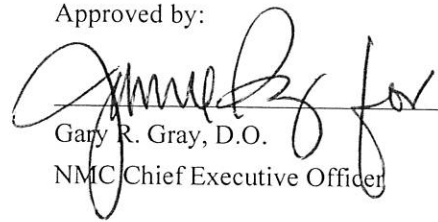
Prepared by:

Janine Bouyea
NMC Human Resources Administrator

Cindy Berry
Health HR Manager
Monterey County Health Department

Attachment: Resolution

Approved by:


Gary R. Gray, D.O.
NMC Chief Executive Officer

Elsa Jimenez
Director of Health
Monterey County Health Department

**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

Classification Title: Supervising Nurse I							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						
\$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						

*provided for information purposes only

Classification Title: Supervising Nurse II							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						
\$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						

*provided for information purposes only

Classification Title: Nursing Services Unit Manager							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						
\$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						

*provided for information purposes only

Classification Title: Nursing Services Division Manager							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						
\$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						

*provided for information purposes only

Classification Title: Director of Surgical Services							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						
\$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						

*provided for information purposes only

Classification Title: Hospital Director of Nursing Education							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						
\$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						

*provided for information purposes only

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						

*provided for information purposes only

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						

*provided for information purposes only

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						

*provided for information purposes only

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						

*provided for information purposes only

- 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

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

Resolution No.: _____ PPR 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

Classification Title: Supervising Nurse I							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						
\$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						

*provided for information purposes only

Classification Title: Supervising Nurse II							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						
\$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						

*provided for information purposes only

Classification Title: Nursing Services Unit Manager							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						
\$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						

*provided for information purposes only

Classification Title: Nursing Services Division Manager							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						
\$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						

*provided for information purposes only

Classification Title: Director of Surgical Services							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						
\$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						

*provided for information purposes only

Classification Title: Hospital Director of Nursing Education							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						
\$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						

*provided for information purposes only

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						

*provided for information purposes only

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						

*provided for information purposes only

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						

*provided for information purposes only

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						

*provided for information purposes only

- 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

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

Resolution No.: PPR 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;)
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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 Code	WG *	EEO Cat*	W/C*	B U	FLSA 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						

*provided for information purposes only

<u>Classification Title:</u> Supervising Nurse II							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA 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						

*provided for information purposes only

<u>Classification Title:</u> Nursing Services Unit Manager							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA 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						

*provided for information purposes only

<u>Classification Title:</u> Nursing Services Division Manager							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA 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						

*provided for information purposes only

<u>Classification Title:</u> Director of Surgical Services							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA 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						

*provided for information purposes only

<u>Classification Title:</u> Hospital Director of Nursing Education							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA 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						

*provided for information purposes only

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						

*provided for information purposes only

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						

*provided for information purposes only

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						

*provided for information purposes only

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						

*provided for information purposes only

- 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

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

Resolution No.: PPR 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

Classification Title: Supervising Nurse I							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						
\$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						

*provided for information purposes only

Classification Title: Supervising Nurse II							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						
\$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						

*provided for information purposes only

Classification Title: Nursing Services Unit Manager							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						
\$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						

*provided for information purposes only

Classification Title: Nursing Services Division Manager							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						
\$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						

*provided for information purposes only

Classification Title: Director of Surgical Services							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						
\$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						

*provided for information purposes only

Classification Title: Hospital Director of Nursing Education							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						
\$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						

*provided for information purposes only

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						

*provided for information purposes only

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						

*provided for information purposes only

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						

*provided for information purposes only

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						

*provided for information purposes only

- 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