

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

Resolution No.: PPPR Control No. 15-015 )  
HRM Control No. 15-015 )

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, and Supervising Public Health Nurse, effective the pay period beginning September 5, 2015; )
- b. Authorize the Auditor Controller to Incorporate the Approved Changes in the Natividad Medical Center and the Monterey County Health Department FY 2015-16 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 represented by different associations; and

WHEREAS, it is recognized that the nursing classifications in Bargaining Unit S with Monterey County Registered Nurses Association (MCRNA) received 3.4% more in salary increases than the supervisory/managerial nursing classifications in Bargaining Unit F with SEIU-Local 521 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 supervisory/managerial nursing classifications by 3.4% to address a continuing compaction issue and support efforts to recruit and retain qualified nursing supervisors and managers;

NOW, THEREFORE, the Monterey County Board of Supervisors hereby resolved to approve the following:

- 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, and Supervising Public Health Nurse, effective the pay period beginning September 5, 2015;

<u>Classification Title:</u> Supervising Clinic Nurse												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
\$42.849	\$45.200	\$47.679	\$50.294	\$53.053	\$55.706	\$58.491	52A83	10	P	9043	F	E
\$3,427.94	\$3,615.98	\$3,814.32	\$4,023.54	\$4,244.25	\$4,456.46	\$4,679.28						
\$7,427	\$7,835	\$8,264	\$8,718	\$9,196	\$9,656	\$10,138						

\*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						
\$49,371	\$52,080	\$54,936	\$57,950	\$61,128	\$64,185	\$67,394	52A16	10	P	9043	F	N
\$3,949.72	\$4,166.37	\$4,394.90	\$4,635.97	\$4,890.27	\$5,134.78	\$5,391.52						
\$8,558	\$9,027	\$9,522	\$10,045	\$10,596	\$11,125	\$11,682						

\*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						
\$51,841	\$54,685	\$57,684	\$60,848	\$64,186	\$67,395	\$70,765	52A17	10	P	9043	F	N
\$4,147.28	\$4,374.77	\$4,614.73	\$4,867.86	\$5,134.88	\$5,391.62	\$5,661.20						
\$8,986	\$9,479	\$9,999	\$10,547	\$11,126	\$11,682	\$12,266						

\*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						
\$56,223	\$59,307	\$62,560	\$65,992	\$69,612	\$73,092	\$76,747	52A92	10	P	9043	X	E
\$4,497.86	\$4,744.58	\$5,004.83	\$5,279.36	\$5,568.94	\$5,847.39	\$6,139.76						
\$9,745	\$10,280	\$10,844	\$11,439	\$12,066	\$12,669	\$13,303						

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<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						
\$61,699	\$65,083	\$68,653	\$72,419	\$76,391	\$80,210	\$84,221	52A88	10	P	9043	X	E
\$4,935.89	\$5,206.63	\$5,492.23	\$5,793.49	\$6,111.27	\$6,416.84	\$6,737.68						
\$10,694	\$11,281	\$11,900	\$12,553	\$13,241	\$13,903	\$14,598						

\*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						
\$62,021	\$65,423	\$69,012	\$72,797	\$76,790	\$80,630	\$84,661	52A96	9	P	9043	X	E
\$4,961.67	\$5,233.83	\$5,520.92	\$5,823.76	\$6,143.20	\$6,450.36	\$6,772.88						
\$10,750	\$11,340	\$11,962	\$12,618	\$13,310	\$13,976	\$14,675						

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<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						
\$45,155	\$47,632	\$50,244	\$53,000	\$55,907	\$58,703	\$61,638	14M31	10	P	9043	X	E
\$3,612.38	\$3,810.53	\$4,019.54	\$4,240.02	\$4,472.60	\$4,696.23	\$4,931.04						
\$7,827	\$8,256	\$8,709	\$9,187	\$9,691	\$10,175	\$10,684						

\*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						
\$46.807	\$49.375	\$52.083	\$54.940	\$57.954	\$60.851	\$63.894	52A34	7	P	9043	X	E
\$3,744.60	\$3,949.99	\$4,166.66	\$4,395.21	\$4,636.30	\$4,868.11	\$5,111.52						
\$8,113	\$8,558	\$9,028	\$9,523	\$10,045	\$10,548	\$11,075						

\*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						
\$54.697	\$57.697	\$60.862	\$64.200	\$67.722	\$71.108	\$74.663	52A89	10	P	9043	X	E
\$4,375.73	\$4,615.75	\$4,868.93	\$5,136.00	\$5,417.72	\$5,688.61	\$5,973.04						
\$9,481	\$10,001	\$10,549	\$11,128	\$11,738	\$12,325	\$12,942						

\*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						
\$39.178	\$41.327	\$43.594	\$45.986	\$48.508	\$50.933	\$53.480	52E80	10	P	9410	F	E
\$3,134.27	\$3,306.19	\$3,487.54	\$3,678.84	\$3,880.64	\$4,074.67	\$4,278.40						
\$6,791	\$7,163	\$7,556	\$7,971	\$8,408	\$8,828	\$9,270						

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- b. Authorize the Auditor Controller to Incorporate the Approved Changes in the Natividad Medical Center and the Monterey County Health Department FY 2015-16 Adopted Budgets; and
- c. Direct the Human Resources Department to Implement the Changes in the Advantage HRM System.

PASSED AND ADOPTED on this \_\_\_\_ day of \_\_\_\_\_, 2015, 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