

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

Resolution No.: PPPR Control No. 20-006)
 HRM Control No. 20-006)
)
 Adopt a Resolution to:)
 a) Amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A)
 and B to adjust the salary range for the classification of Nursing Assistant effective)
 June 20, 2020, as indicated below; and)
 b) Direct the Monterey County Human Resources Department to implement the)
 changes in the Advantage HRM System.)
)

WHEREAS, Natividad conducted and concluded a compensation study in response to a request from SEIU to ensure that the current salary properly aligned with market data in light of recent salary adjustments implemented for the Medical Assistant classification;

WHEREAS, the findings of the compensation study resulted in Natividad recommending an adjustment to the salary range for the classification of Nursing Assistant in order to recruit and retain qualified candidates; and

WHEREAS, this action requires the Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to be amended;

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

- a) The Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B are amended to adjust the salary range for the classification of Nursing Assistant effective June 20, 2020, as indicated below;

Classification Title: Nursing Assistant												
Hourly, Bi-Weekly and Monthly Pay Rates							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$18.814	\$19.849	\$20.940	\$22.092	\$23.307	\$24.472	\$25.696	50U20	20	SM	9043	H	Non-exempt
\$1,505.12	\$1,587.90	\$1,675.23	\$1,767.36	\$1,864.56	\$1,957.79	\$2,055.68						
\$3,261	\$3,440	\$3,630	\$3,829	\$4,040	\$4,242	\$4,454						

*provided for information purposes only

- b) The Monterey County Human Resources Department is directed to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this _____ day of _____, 2020, 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