

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

**Resolution No.: 22-199**

PPPR Control No. 22-017 )

HRM Control No. 22-016 )

Adopts a Resolution to: )

a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to )  
adjust the base wage salary ranges of the Licensed Vocational Nurse and Public Health )

Licensed Vocational Nurse classifications as indicated in Attachment A; )

b. Direct the Human Resources Department to implement the changes in the Advantage )

HRM system. )

**WHEREAS**, Natividad requested a base wage compensation study of the Licensed Vocational Nurse classification and it was approved by the Human Resources Department; and

**WHEREAS**, the Human Resources Department identified that the Public Health Licensed Vocational Nurse classification is similar in nature and included the classification in the base wage compensation study; and

**WHEREAS**, the base wage analysis of the County comparable agencies found that the salary of the Licensed Vocational Nurse was found to be approximately 11.84% below the salary mean of the comparable agency classifications; and

**WHEREAS**, the Public Health Licensed Vocational Nurse classification was matched to only one (1) of the nine (9) comparable agencies and in accordance with the Compensation Philosophy of not meeting the classification and compensation standard by having a minimum of three (3) benchmark classification matches with our comparable agencies, an internal equity analysis of the Public Health Licensed Vocational Nurse was conducted; and

**WHEREAS**, the study found that since both the Licensed Vocational Nurse and Public Health Licensed Vocational Nurse classifications require licensure as a Licensed Vocational Nurse and that their salaries have been historically tied, it is recommended that the base wage salary of the Licensed Vocational Nurse be adjusted by approximately 11.84% at top step and to continue to align the Public Health Licensed Vocational Nurse base wage salary; 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 base wage salary ranges of the Licensed Vocational Nurse and Public Health Licensed Vocational Nurse classifications as indicated below:

Classification Title: <b>Licensed Vocational Nurse</b>							Class Code	WG *	EEO Cat*	W/C *	BU	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						
\$27.504	\$29.017	\$30.613	\$32.296	\$34.073	\$35.776	\$37.565	52A02	13	T	9043	H	N
\$2,200.34	\$2,321.35	\$2,449.02	\$2,583.71	\$2,725.81	\$2,862.10	\$3,005.20						
\$4,767	\$5,030	\$5,306	\$5,598	\$5,906	\$6,201	\$6,511						

\*Provided for information purposes only.

Classification Title: <b>Public Health Licensed Vocational Nurse</b>							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						
\$27.504	\$29.017	\$30.613	\$32.296	\$34.073	\$35.776	\$37.565	52E01	14	T	8810	H	N
\$2,200.34	\$2,321.35	\$2,449.02	\$2,583.71	\$2,725.81	\$2,862.10	\$3,005.20						
\$4,767	\$5,030	\$5,306	\$5,598	\$5,906	\$6,201	\$6,511						

\*Provided for information purposes only.

- The Human Resources Department is directed to implement the changes in the Advantage HRM system.

**PASSED AND ADOPTED** on this 7<sup>th</sup> day of June 2022, by roll call vote:

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

NOES: None

ABSENT: None

(Government Code 54953)

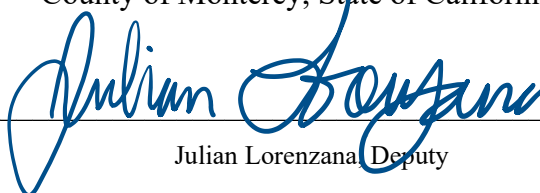
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting June 7, 2022.

Dated: June 13, 2022

File ID: RES 22-110

Agenda Item No.: 55

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

  
Julian Lorenzana Deputy