

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

Resolution No.: 19-000

PPPR Control No. 19-0)

HRM Control No. 19-0)

- a) Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges for the classifications of: Hospital Director of Nursing Education and Hospital Chief Nursing Officer as indicated below; and)
- b) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.)

WHEREAS, Natividad adjusted nursing supervisors and managers salaries for compaction in September 2018 and January 2019 based on the application of negotiated increases; and

WHEREAS, it is recognized that a compaction issue was identified for the Hospital Director of Nursing Education classification as a result, and Natividad recommends that the salary range be increased to 10% above the Staff Nurse III classification to address this issue; and

WHEREAS, Natividad also recommends that the salary range for Hospital Chief Nursing Officer be returned to a minimum/maximum salary range as previously approved by the Board of Supervisors, to correct the administrative error that occurred during the action taken September 11, 2018 to increase the salary range;

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

- a) Amends Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges for the classifications of: Hospital Director of Nursing Education and Hospital Chief Nursing Officer as indicated below; and

<u>Classification Title:</u> Hospital Director of Nursing Education												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$58.870	\$62.108	\$65.523	\$69.127	\$72.929	\$76.575	\$80.404	14M31	10	P	9043	X	E
\$4,709.60	\$4,968.62	\$5,241.87	\$5,530.16	\$5,834.30	\$6,126.02	\$6,432.32						
\$10,204	\$10,765	\$11,357	\$11,982	\$12,641	\$13,273	\$13,937						

<u>Classification Title:</u> Hospital Chief Nursing Officer												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$109.995						\$150.230	12C28	01	OA	9043	Y	E
\$8,799.61						\$12,018.40						
\$19,066						\$26,040						

*provided for informational 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 _____, 2019, 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