

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

Resolution No.: 18-000

PPPR Control No. 18-0)

HRM Control No. 18-0)

- a) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the following classifications: 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, Supervising Public Health Nurse, and Director of Public Health Nursing effective September 15, 2018 as indicated;
- b) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the following classifications: 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, Supervising Public Health Nurse, and Director of Public Health Nursing effective January 12, 2019 as indicated;
- c) Authorize the County Administrative Office to incorporate the approved changes in the Natividad FY 18-19 Adopted Budget; and
- d) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

WHEREAS, Natividad 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 7% as a result of the most recent negotiations and will receive another 2% increase in January 2019; and

WHEREAS, Natividad and the Monterey County Health Department recommend increasing the salary ranges for the respective supervisory/management nursing classifications by 1.5% effective September 15, 2018 and then by 2% effective January 12, 2019 in an effort to address the compaction issues that occur 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, BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

- a) Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B are amended to adjust the salary ranges for the following classifications: 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, Supervising Public Health Nurse, and Director of Public Health Nursing effective September 15, 2018 as indicated;

<u>Classification Title:</u> Supervising Clinic Nurse							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						
\$48.676	\$51.353	\$54.177	\$57.157	\$60.300	\$63.315	\$66.481	52A83	10	P	9043	F	E
\$3,894.07	\$4,108.24	\$4,334.18	\$4,572.54	\$4,824.02	\$5,065.22	\$5,318.48						
\$8,437	\$8,901	\$9,391	\$9,907	\$10,452	\$10,975	\$11,523						

*provided for informational purposes only

<u>Classification Title:</u> Supervising Nurse I							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						
\$56.085	\$59.169	\$62.423	\$65.857	\$69.478	\$72.952	\$76.600	52A16	10	P	9043	F	N
\$4,486.79	\$4,733.55	\$4,993.88	\$5,268.52	\$5,558.28	\$5,836.19	\$6,128.00						
\$9,721	\$10,256	\$10,820	\$11,415	\$12,043	\$12,645	\$13,277						

*provided for informational purposes only

<u>Classification Title:</u> Supervising Nurse II							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						
\$58.891	\$62.129	\$65.546	\$69.151	\$72.954	\$76.602	\$80.432	52A17	10	P	9043	F	N
\$4,711.24	\$4,970.35	\$5,243.70	\$5,532.09	\$5,836.34	\$6,128.15	\$6,434.56						
\$10,208	\$10,769	\$11,361	\$11,986	\$12,645	\$13,278	\$13,942						

*provided for informational purposes only

<u>Classification Title:</u> Nursing Services Unit Manager							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						
\$63.869	\$67.381	\$71.087	\$74.997	\$79.121	\$83.077	\$87.231	52A92	10	P	9043	X	E
\$5,109.49	\$5,390.49	\$5,686.96	\$5,999.72	\$6,329.69	\$6,646.17	\$6,978.48						
\$11,071	\$11,679	\$12,322	\$12,999	\$13,714	\$14,400	\$15,120						

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<u>Classification Title:</u> Nursing Services Division Manager												
<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						
\$70.088	\$73.943	\$78.010	\$82.300	\$86.826	\$91.168	\$95.726						
\$5,607.08	\$5,915.45	\$6,240.78	\$6,584.00	\$6,946.11	\$7,293.41	\$7,658.08						
\$12,149	\$12,817	\$13,522	\$14,265	\$15,050	\$15,802	\$16,593	52A88	10	P	9043	X	E

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<u>Classification Title:</u> Director of Surgical Services												
<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						
\$70.455	\$74.329	\$78.417	\$82.730	\$87.280	\$91.644	\$96.226						
\$5,636.36	\$5,946.35	\$6,273.38	\$6,618.39	\$6,982.39	\$7,331.51	\$7,698.08						
\$12,212	\$12,884	\$13,592	\$14,340	\$15,129	\$15,885	\$16,679	52A96	09	P	9043	X	E

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<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						
\$51.295	\$54.116	\$57.092	\$60.232	\$63.545	\$66.722	\$70.058						
\$4,103.59	\$4,329.28	\$4,567.38	\$4,818.57	\$5,083.57	\$5,337.75	\$5,604.64						
\$8,891	\$9,380	\$9,896	\$10,440	\$11,014	\$11,565	\$12,143	14M31	10	P	9043	X	E

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<u>Classification Title:</u> Utilization Management Coordinator												
<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						
\$53.172	\$56.097	\$59.182	\$62.436	\$65.870	\$69.164	\$72.622						
\$4,253.78	\$4,487.72	\$4,734.53	\$4,994.92	\$5,269.62	\$5,533.11	\$5,809.76						
\$9,217	\$9,723	\$10,258	\$10,822	\$11,418	\$11,988	\$12,588	52A34	07	P	9043	X	E

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<u>Classification Title:</u> Administrative Nurse/House Supervisor												
<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						
\$62.134	\$65.551	\$69.156	\$72.960	\$76.972	\$80.821	\$84.862						
\$4,970.73	\$5,244.10	\$5,532.51	\$5,836.78	\$6,157.79	\$6,465.68	\$6,788.96						
\$10,770	\$11,362	\$11,987	\$12,646	\$13,342	\$14,009	\$14,709	52A89	10	P	9043	X	E

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<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						
\$107.838	\$113.769	\$120.026	\$126.627	\$133.591	\$140.270	\$147.284						
\$8,627.05	\$9,101.51	\$9,602.06	\$10,130.15	\$10,687.28	\$11,221.64	\$11,782.72						
\$18,692	\$19,720	\$20,804	\$21,949	\$23,156	\$24,314	\$25,529	12C28	01	OA	9043	Y	E

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<u>Classification Title:</u> Supervising Public Health Nurse												
<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						
\$44.505	\$46.953	\$49.535	\$52.260	\$55.134	\$57.890	\$60.785						
\$3,560.43	\$3,756.25	\$3,962.83	\$4,180.77	\$4,410.70	\$4,631.24	\$4,862.80						
\$7,714	\$8,139	\$8,586	\$9,058	\$9,557	\$10,034	\$10,536	52E80	10	P	9410	F	E

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<u>Classification Title:</u> Director of Public Health Nursing												
<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						
\$53.978	\$56.947	\$60.079	\$63.383	\$66.869	\$70.212	\$73.723						
\$4,318.27	\$4,555.76	\$4,806.31	\$5,070.65	\$5,349.52	\$5,616.99	\$5,897.84						
\$9,356	\$9,871	\$10,414	\$10,986	\$11,591	\$12,170	\$12,779	52E20	2	OA	9410	X	E

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- b) Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B are amended to adjust the salary ranges for the following classifications:
 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, Supervising Public Health Nurse, and Director of Public Health Nursing
effective January 12, 2019 as indicated;

Classification Title: Supervising Clinic Nurse							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						
\$49.650	\$52.380	\$55.261	\$58.300	\$61.507	\$64.582	\$67.811	52A83	10	P	9043	F	E
\$3,971.98	\$4,190.42	\$4,420.88	\$4,664.02	\$4,920.53	\$5,166.55	\$5,424.88						
\$8,606	\$9,079	\$9,579	\$10,105	\$10,661	\$11,194	\$11,754						

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Classification Title: Supervising Nurse I							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						
\$57.207	\$60.353	\$63.672	\$67.174	\$70.868	\$74.411	\$78.132	52A16	10	P	9043	F	N
\$4,576.52	\$4,828.22	\$5,093.75	\$5,373.89	\$5,669.44	\$5,952.91	\$6,250.56						
\$9,916	\$10,461	\$11,036	\$11,643	\$12,284	\$12,898	\$13,543						

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Classification Title: Supervising Nurse II							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						
\$60.069	\$63.372	\$66.857	\$70.534	\$74.414	\$78.134	\$82.041	52A17	10	P	9043	F	N
\$4,805.49	\$5,069.78	\$5,348.60	\$5,642.75	\$5,953.09	\$6,250.74	\$6,563.28						
\$10,412	\$10,985	\$11,589	\$12,226	\$12,898	\$13,543	\$14,220						

*provided for informational purposes only

Classification Title: Nursing Services Unit Manager							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						
\$65.146	\$68.729	\$72.509	\$76.497	\$80.704	\$84.739	\$88.976	52A92	10	P	9043	X	E
\$5,211.70	\$5,498.33	\$5,800.72	\$6,119.74	\$6,456.31	\$6,779.12	\$7,118.08						
\$11,292	\$11,913	\$12,568	\$13,259	\$13,989	\$14,688	\$15,423						

*provided for informational purposes only

<u>Classification Title:</u> Nursing Services Division Manager							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						
\$71.491	\$75.422	\$79.570	\$83.946	\$88.563	\$92.991	\$97.641	52A88	10	P	9043	X	E
\$5,719.25	\$6,033.79	\$6,365.63	\$6,715.72	\$7,085.06	\$7,439.31	\$7,811.28						
\$12,392	\$13,073	\$13,792	\$14,551	\$15,351	\$16,119	\$16,924						

*provided for informational purposes only

<u>Classification Title:</u> Director of Surgical Services							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						
\$71.864	\$75.816	\$79.986	\$84.385	\$89.026	\$93.477	\$98.151	52A96	09	P	9043	X	E
\$5,749.12	\$6,065.30	\$6,398.88	\$6,750.80	\$7,122.07	\$7,478.17	\$7,852.08						
\$12,456	\$13,141	\$13,864	\$14,627	\$15,431	\$16,203	\$17,013						

*provided for informational purposes only

<u>Classification Title:</u> Hospital Director of Nursing Education							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						
\$52.321	\$55.198	\$58.234	\$61.437	\$64.815	\$68.056	\$71.459	14M31	10	P	9043	X	E
\$4,185.66	\$4,415.85	\$4,658.71	\$4,914.93	\$5,185.23	\$5,444.50	\$5,716.72						
\$9,069	\$9,568	\$10,094	\$10,649	\$11,235	\$11,796	\$12,386						

*provided for informational purposes only

<u>Classification Title:</u> Utilization Management Coordinator							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						
\$54.235	\$57.218	\$60.365	\$63.685	\$67.187	\$70.547	\$74.074	52A34	07	P	9043	X	E
\$4,338.83	\$4,577.45	\$4,829.20	\$5,094.79	\$5,374.98	\$5,643.73	\$5,925.92						
\$9,401	\$9,918	\$10,463	\$11,039	\$11,646	\$12,228	\$12,839						

*provided for informational purposes only

<u>Classification Title:</u> Administrative Nurse/House Supervisor							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						
\$63.377	\$66.862	\$70.539	\$74.419	\$78.512	\$82.437	\$86.559	52A89	10	P	9043	X	E
\$5,070.13	\$5,348.97	\$5,643.15	\$5,953.50	\$6,280.93	\$6,594.97	\$6,924.72						
\$10,985	\$11,589	\$12,227	\$12,899	\$13,609	\$14,289	\$15,004						

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<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	\$116.044	\$122.427	\$129.160	\$136.263	\$143.076	\$150.230						
\$8,799.61	\$9,283.56	\$9,794.13	\$10,332.77	\$10,901.04	\$11,446.10	\$12,018.40						
\$19,066	\$20,114	\$21,221	\$22,388	\$23,619	\$24,800	\$26,040	12C28	01	OA	9043	Y	E

*provided for informational purposes only

<u>Classification Title:</u> Supervising Public Health Nurse												
<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						
\$45.395	\$47.892	\$50.526	\$53.304	\$56.236	\$59.048	\$62.000						
\$3,631.60	\$3,831.33	\$4,042.04	\$4,264.34	\$4,498.87	\$4,723.81	\$4,960.00						
\$7,868	\$8,301	\$8,758	\$9,239	\$9,748	\$10,235	\$10,747	52E80	10	P	9410	F	E

*provided for informational purposes only

<u>Classification Title:</u> Director of Public Health Nursing												
<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						
\$55.058	\$58.086	\$61.280	\$64.650	\$68.206	\$71.616	\$75.197						
\$4,404.61	\$4,646.85	\$4,902.41	\$5,172.03	\$5,456.47	\$5,729.30	\$6,015.76						
\$9,543	\$10,068	\$10,622	\$11,206	\$11,822	\$12,413	\$13,034	52E20	2	OA	9410	X	E

*provided for informational purposes only

- c) The County Administrative Office is authorized to incorporate the approved changes in the Natividad FY 18-19 Adopted Budget; and
- d) The Monterey County Human Resources Department is directed to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this ____ day of _____, 2018, 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

_____.

