

Resolution No.:	PPPR Control No. <u>22-017</u>	)
	HRM Control No. <u>22-016</u>	)
		)
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, 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 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

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

- | 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.

<u>Classification Title: Public Health Licensed Vocational Nurse</u>							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	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.

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

PASSED AND ADOPTED on this \_\_\_\_ day of \_\_\_\_\_, 2022, 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