

**Before the Board of Supervisors  
County of Monterey, State of California**

**Resolution No.: 22-462**

PPPR Control No. 22-000 )

HRM Control No. 22-000 )

Adopt a Resolution to:

- a) Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary ranges of the Supervising Clinic Nurse, Supervising Nurse I, Supervising Nurse II and Supervising Public Health Nurse classifications as indicated below; and )
- b) Direct the 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

**WHEREAS**, it is recognized that the nursing classification in Bargaining Unit S with Californian Nurses' Association (CNA) received 6% as a result of the most recent negotiations; and

**WHEREAS**, Natividad and the Monterey County Health Department recommend increasing the salary ranges for the respective supervisory nursing classifications by 3.5% in an effort to address the compaction issues that occur between subordinate nursing classifications and their respective supervisory nursing classification as a result of labor negotiations, and to support efforts to recruit and retain qualified nursing supervisors, which are critical to patient care services; 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 salary ranges of the Supervising Clinic Nurse, Supervising Nurse I, Supervising Nurse II and Supervising Public Health Nurse classifications as indicated below:

| 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     |            |      |          |      |    |            |
| \$57.362                                       | \$60.517   | \$63.845   | \$67.356   | \$71.061   | \$74.614   | \$78.344   | 52A83      | 10   | P        | 9043 | F  | Exempt     |
| \$4,588.96                                     | \$4,841.34 | \$5,107.60 | \$5,388.50 | \$5,684.85 | \$5,969.09 | \$6,267.55 |            |      |          |      |    |            |
| \$9,943  | \$10,490   | \$11,066   | \$11,675   | \$12,317   | \$12,933   | \$13,580   |            |      |          |      |    |            |

\*provided for information purposes only

| 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     |            |      |          |      |    |            |
| \$65.163                                  | \$68.747   | \$72.527   | \$76.516   | \$80.724   | \$84.761   | \$88.999   | 52A16      | 10   | P        | 9043 | F  | Non-exempt |
| \$5,213.02                                | \$5,499.73 | \$5,802.19 | \$6,121.30 | \$6,457.95 | \$6,780.85 | \$7,119.89 |            |      |          |      |    |            |
| \$11,295                                  | \$11,916   | \$12,571   | \$13,263   | \$13,992   | \$14,692   | \$15,426   |            |      |          |      |    |            |

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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     |            |      |          |      |    |            |
| \$68.289                                   | \$72.044   | \$76.007   | \$80.187   | \$84.597   | \$88.827   | \$93.268   | 52A17      | 10   | P        | 9043 | F  | Non-exempt |
| \$5,463.10                                 | \$5,763.55 | \$6,080.53 | \$6,414.94 | \$6,767.75 | \$7,106.13 | \$7,461.44 |            |      |          |      |    |            |
| \$11,837                                   | \$12,488   | \$13,174   | \$13,899   | \$14,663   | \$15,397   | \$16,166   |            |      |          |      |    |            |

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| Classification Title: Supervising Public Health 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     |            |      |          |      |    |            |
| \$53.494  | \$56.436   | \$59.540   | \$62.815   | \$66.269   | \$69.583   | \$73.062   | 52E80      | 10   | P        | 9410 | F  | Exempt     |
| \$4,279.53  | \$4,514.89 | \$4,763.20 | \$5,025.16 | \$5,301.53 | \$5,566.60 | \$5,844.93 |            |      |          |      |    |            |
| \$9,272   | \$9,782    | \$10,320   | \$10,888   | \$11,487   | \$12,061   | \$12,664   |            |      |          |      |    |            |

\*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 22<sup>nd</sup> day of November 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 on November 22, 2022.

Dated: November 23, 2022

File ID: RES 22-205

Agenda Item No. 21

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

  
Emmanuel H. Santos, Deputy