



Monterey County

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1st Floor
Salinas, CA 93901
831.755.5066

Board Order

Resolution No.: 15-248

Upon motion of Supervisor Potter, seconded by Supervisor Armenta and carried by those members present, the Board of Supervisors hereby:

Adopted Resolution No. 15-248 to:

- a. Amend the Personnel Policies and Practices Resolution No. 98-394 to Adjust the Salary Ranges for the Classifications of: 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, and Supervising Public Health Nurse, effective the current pay period that began on September 5, 2015;
- b. Authorized the Auditor Controller to Incorporate the Approved Changes in the Natividad Medical Center and the Monterey County Health Department FY 2015-16 Adopted Budgets; and
- c. Directed the Human Resources Department to Implement the Changes in the Advantage HRM System.

PASSED AND ADOPTED on this 15th day of September 2015, by the following vote, to wit:

AYES: Supervisors Armenta, Phillips, Salinas, Parker and Potter

NOES: None

ABSENT: None

I, Gail T. Borkowski, 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 78 for the meeting on September 15, 2015.

Dated: October 5, 2015
File ID: 15-0969

Gail T. Borkowski, Clerk of the Board of Supervisors
County of Monterey, State of California

By  Deputy

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

PPPR Control No. 15-015
HRM Control No. 15-015

Resolution No.: 15-248

- a. Amend the Personnel Policies and Practices Resolution No. 98-394 to Adjust the Salary Ranges for the Classifications of: 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, and Supervising Public Health Nurse, effective the pay period beginning September 5, 2015;
- b. Authorize the Auditor Controller to Incorporate the Approved Changes in the Natividad Medical Center and the Monterey County Health Department FY 2015-16 Adopted Budgets; and
- c. Direct the Human Resources Department to Implement the Changes in the Advantage HRM System.....)

WHEREAS, Natividad Medical Center and the Monterey County Health Department employ nurses and nursing supervisors across separate bargaining units represented by different associations; and

WHEREAS, it is recognized that the nursing classifications in Bargaining Unit S with Monterey County Registered Nurses Association (MCRNA) received 3.4% more in salary increases than the supervisory/managerial nursing classifications in Bargaining Unit F with SEIU-Local 521 as a result of the most recent negotiations; and

WHEREAS, Natividad Medical Center and the Monterey County Health Department recommend increasing the salary ranges for the supervisory/managerial nursing classifications by 3.4% to address a continuing compaction issue and support efforts to recruit and retain qualified nursing supervisors and managers;

NOW, THEREFORE, the Monterey County Board of Supervisors hereby resolved to approve the following:

- a. Amend the Personnel Policies and Practices Resolution No. 98-394 to Adjust the Salary Ranges for the Classifications of: 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, and Supervising Public Health Nurse, effective the pay period beginning September 5, 2015;

Classification Title: Supervising Clinic Nurse							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$42.849	\$45.200	\$47.679	\$50.294	\$53.053	\$55.706	\$58.491	52A83	10	P	9043	F	E
\$3,427.94	\$3,615.98	\$3,814.32	\$4,023.54	\$4,244.25	\$4,456.46	\$4,679.28						
\$7,427	\$7,835	\$8,264	\$8,718	\$9,196	\$9,656	\$10,138						

*provided for information purposes only

Classification Title: Supervising Nurse I							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$49.371	\$52.080	\$54.936	\$57.950	\$61.128	\$64.185	\$67.394	52A16	10	P	9043	F	N
\$3,949.72	\$4,166.37	\$4,394.90	\$4,635.97	\$4,890.27	\$5,134.78	\$5,391.52						
\$8,558	\$9,027	\$9,522	\$10,045	\$10,596	\$11,125	\$11,682						

*provided for information purposes only

Classification Title: Supervising Nurse II							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$51.841	\$54.685	\$57.684	\$60.848	\$64.186	\$67.395	\$70.765	52A17	10	P	9043	F	N
\$4,147.28	\$4,374.77	\$4,614.73	\$4,867.86	\$5,134.88	\$5,391.62	\$5,661.20						
\$8,986	\$9,479	\$9,999	\$10,547	\$11,126	\$11,682	\$12,266						

*provided for information purposes only

Classification Title: Nursing Services Unit Manager							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$56.223	\$59.307	\$62.560	\$65.992	\$69.612	\$73.092	\$76.747	52A92	10	P	9043	X	E
\$4,497.86	\$4,744.58	\$5,004.83	\$5,279.36	\$5,568.94	\$5,847.39	\$6,139.76						
\$9,745	\$10,280	\$10,844	\$11,439	\$12,066	\$12,669	\$13,303						

*provided for information purposes only

Classification Title: Nursing Services Division Manager							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$61.699	\$65.083	\$68.653	\$72.419	\$76.391	\$80.210	\$84.221	52A88	10	P	9043	X	E
\$4,935.89	\$5,206.63	\$5,492.23	\$5,793.49	\$6,111.27	\$6,416.84	\$6,737.68						
\$10,694	\$11,281	\$11,900	\$12,553	\$13,241	\$13,903	\$14,598						

*provided for information purposes only

Classification Title: Director of Surgical Services							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$62.021	\$65.423	\$69.012	\$72.797	\$76.790	\$80.630	\$84.661	52A96	9	P	9043	X	E
\$4,961.67	\$5,233.83	\$5,520.92	\$5,823.76	\$6,143.20	\$6,450.36	\$6,772.88						
\$10,750	\$11,340	\$11,962	\$12,618	\$13,310	\$13,976	\$14,675						

*provided for information purposes only

Classification Title: Hospital Director of Nursing Education							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$45.155	\$47.632	\$50.244	\$53.000	\$55.907	\$58.703	\$61.638	14M31	10	P	9043	X	E
\$3,612.38	\$3,810.53	\$4,019.54	\$4,240.02	\$4,472.60	\$4,696.23	\$4,931.04						
\$7,827	\$8,256	\$8,709	\$9,187	\$9,691	\$10,175	\$10,684						

*provided for information purposes only

Classification Title: Utilization Management Coordinator							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$46.807	\$49.375	\$52.083	\$54.940	\$57.954	\$60.851	\$63.894	52A34	7	P	9043	X	E
\$3,744.60	\$3,949.99	\$4,166.66	\$4,395.21	\$4,636.30	\$4,868.11	\$5,111.52						
\$8,113	\$8,558	\$9,028	\$9,523	\$10,045	\$10,548	\$11,075						

*provided for information purposes only

Classification Title: Administrative Nurse/House Supervisor							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$54.697	\$57.697	\$60.862	\$64.200	\$67.722	\$71.108	\$74.663	52A89	10	P	9043	X	E
\$4,375.73	\$4,615.75	\$4,868.93	\$5,136.00	\$5,417.72	\$5,688.61	\$5,973.04						
\$9,481	\$10,001	\$10,549	\$11,128	\$11,738	\$12,325	\$12,942						

*provided for information purposes only

Classification Title: Supervising Public Health Nurse							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$39.178	\$41.327	\$43.594	\$45.986	\$48.508	\$50.933	\$53.480	52E80	10	P	9410	F	E
\$3,134.27	\$3,306.19	\$3,487.54	\$3,678.84	\$3,880.64	\$4,074.67	\$4,278.40						
\$6,791	\$7,163	\$7,556	\$7,971	\$8,408	\$8,828	\$9,270						

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- b. Authorize the Auditor Controller to Incorporate the Approved Changes in the Natividad Medical Center and the Monterey County Health Department FY 2015-16 Adopted Budgets; and
- c. Direct the Human Resources Department to Implement the Changes in the Advantage HRM System.

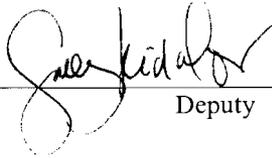
PASSED AND ADOPTED on this 15 day of September 2015, by the following vote, to-wit:

AYES: Supervisors Armenta, Phillips, Salinas, Parker and Potter
NOES: None
ABSENT: None

I, Gail T. Borkowski, 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 78 for the meeting on September 15, 2015.

Dated: October 5, 2015
File ID: 15-0969

Gail T. Borkowski, Clerk of the Board of Supervisors
County of Monterey, State of California

By  Deputy