



# County of Monterey

Item No.

## Board Report

Board of Supervisors  
Chambers  
168 W. Alisal St., 1st Floor  
Salinas, CA 93901

Legistar File Number: RES 22-205

November 22, 2022

Introduced: 11/11/2022

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt 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 in Attachment A; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

### **..Report**

#### RECOMMENDATION:

It is recommended that the Board of Supervisors 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 in Attachment A; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

#### SUMMARY/DISCUSSION:

The Human Resources Department recently completed contract negotiations with the California Nurses Association (CNA) which represent nursing classifications that are not supervisory. The nursing classifications received a 6% base wage increase and the implementation of the base wage increase for the nursing classifications has created a compaction concern with the supervising nursing classifications. The supervising nursing classifications are represented by Service Employee International Union (SEIU) Local 521 which received a 2.5% base wage increase as part of their contract negotiations.

These compaction concerns tend to surface every time the nurses negotiate a new contract. To address these concerns in past the Board of Supervisors has authorized a base wage increase for the supervising nursing classifications equal to the difference between what was negotiated by SEIU Local 521 and the nursing classifications in order to maintain the current salary spread.

Therefore, it is requested that the Board of Supervisors authorized 3.5% increase to the salary ranges of the supervising nursing classifications as indicated in the attached Resolution.

The salary adjustments support Natividad and the Health Department in their ongoing efforts to recruit and retain qualified nursing supervisors in the hospital and primary care clinics. Therefore, Natividad recommends that the Board approve this action.

OTHER AGENCY INVOLVEMENT:

The Health Department and Human Resources Department concur with the recommendations. Service Employees International Union (SEIU) Local 521 has been notified of the recommendations.

FINANCING:

The estimated annualized increase to the Natividad Budget (Unit 9600) is approximately \$119,891, which will be absorbed in the Natividad Budget (Unit 9600) for FY 2022-23, and be included in the budget for future years. This action, as it relates to Natividad, has no impact on the General Fund. The 2022-2023 estimated increased current fiscal year cost of \$28,771 will be covered within the Health Department's existing appropriations (\$19,258 in 4000-HEA003-8124; \$6,231 in 4000-HEA003 Unit 8123; and \$3,281 in 4000-HEA004 Unit 8121) and is included in the 2022-23 Adopted Budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

☐ Economic Development  
☒ Administration  
☐ Health & Human Services  
☐ Infrastructure  
☐ Public Safety

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Attachments:

Attachment A

Resolution

*Charles R Harris*

Charles R. Harris, M.D., Chief Executive Officer

*11/16/2022*

Date