

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

Resolution No.: PPPR Control No. 23-022 )  
HRM Control No. 23-018 )

- Adopt a Resolution to: )  
 a) Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to )  
 adjust the salary range of the Hospital Chief Nursing Officer classification as )  
 indicated below; and )  
 b) Direct the Human Resources Department to implement the changes in the )  
 Advantage Human Resources Management System. )

WHEREAS, Natividad Medical Center (NMC) administration staff requested a base wage compensation study of the nursing manager classifications; and

WHEREAS, performed a wage review for the Hospital Chief Nursing Officer classification using the hospital comparable agencies and looking internally for comparable position matches and determined that there was insufficient data available; and

WHEREAS, it is recommended to adjust the base wage salary of Hospital Chief Nursing Officer by the same approximate percentage of 5% identified at top step for the nursing manager classifications to maintain the spread between the classifications per past practice; 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:

- Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A is amended to adjust the salary range of the Hospital Chief Nursing Officer classification as indicated below:

Classification Title: Hospital Chief Nursing Officer							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						
\$126.860	\$0.000	\$0.000	\$0.000	\$0.000	\$0.000	\$173.264	12C28	1	OA	9043	Y	Exempt
\$10,148.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,861.12						
\$21,989	\$0	\$0	\$0	\$0	\$0	\$30,032						

\*provided for information purposes only

- The Human Resources Department is directed to implement the changes in the Advantage Human Resources Management System.

PASSED AND ADOPTED on this \_\_\_\_\_ day of \_\_\_\_\_, 2023, 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