



Monterey County Board of Supervisors

Board Order

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A motion was made by Supervisor John M. Phillips, seconded by Supervisor Luis A. Alejo to approve Consent Calendar Item Numbers 8 through 34 excluding Item No. 34.1 to:

Adopted Resolution No. 20-232 to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary range for the classification of Nursing Assistant effective June 20, 2020, as indicated in the attached resolution; and
- b. Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this 30th day of June 2020, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez and Parker

NOES: None

ABSENT: Supervisor Adams (excused)
(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 June 30, 2020.

Dated: July 2, 2020
File ID: RES 20-088
Agenda Item No.: 8

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

Joel G. Pablo, Deputy

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

Resolution No.: 20-232

**PPPR Control No. 20-006)
HRM Control No. 20-006)**

Adopted Resolution No. 20-232 to:

- a) Amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary range for the classification of Nursing Assistant effective June 20, 2020, as indicated below; and
- b) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.....

WHEREAS, Natividad conducted and concluded a compensation study in response to a request from SEIU to ensure that the current salary properly aligned with market data in light of recent salary adjustments implemented for the Medical Assistant classification;

WHEREAS, the findings of the compensation study resulted in Natividad recommending an adjustment to the salary range for the classification of Nursing Assistant in order to recruit and retain qualified candidates; and

WHEREAS, this action requires the Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to be amended;

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

- a) The Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendices A and B are amended to adjust the salary range for the classification of Nursing Assistant effective June 20, 2020, as indicated below;

Classification Title: Nursing Assistant							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						
\$18.814	\$19.849	\$20.940	\$22.092	\$23.307	\$24.472	\$25.696	50U20	20	SM	9043	H	Non-exempt
\$1,505.12	\$1,587.90	\$1,675.23	\$1,767.36	\$1,864.56	\$1,957.79	\$2,055.68						
\$3,261	\$3,440	\$3,630	\$3,829	\$4,040	\$4,242	\$4,454						

*provided for information purposes only

- b) The Monterey County Human Resources Department is directed to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this 30th day of June 2020, by the following vote, to wit:

AYES: Supervisors Alejo, Phillips, Lopez, Parker 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 June 30, 2020.

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



Joel G. Pablo, Deputy