



Monterey County Board of Supervisors

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Salinas, CA 93901
831.755.5066

Board Order

A motion was made by Supervisor Luis A. Alejo, seconded by Supervisor Chris Lopez to:

Adopt Resolution No.: 19-286 to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges for the classifications of: Hospital Director of Nursing Education and Hospital Chief Nursing Officer as indicated below; and
- b. Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this 27th day of August 2019, by the following vote, to wit:

AYES: Supervisors Alejo, Phillips, Lopez, Parker and Adams

NOES: None

ABSENT: None

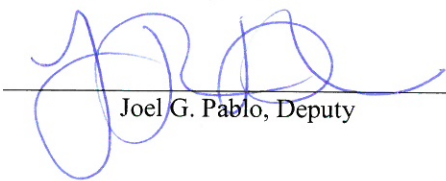
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting August 27, 2019.

Dated: September 4, 2019

File ID: RES 19-111

Agenda Item No.: 34

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



Joel G. Pablo, Deputy

Legistar File ID No. RES 19-111 Agenda Item No. 34

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

Resolution No.: 19-286

PPPR Control No. 19-008)
HRM Control No. 19-008)

- a) Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges for the classifications of: Hospital Director of Nursing Education and Hospital Chief Nursing Officer as indicated below; and)
- b) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.....)

WHEREAS, Natividad adjusted nursing supervisors and managers salaries for compaction in September 2018 and January 2019 based on the application of negotiated increases; and

WHEREAS, it is recognized that a compaction issue was identified for the Hospital Director of Nursing Education classification as a result, and Natividad recommends that the salary range be increased to 10% above the Staff Nurse III classification to address this issue; and

WHEREAS, Natividad also recommends that the salary range for Hospital Chief Nursing Officer be returned to a minimum/maximum salary range as previously approved by the Board of Supervisors, to correct the administrative error that occurred during the action taken September 11, 2018 to increase the salary range;

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

- a) Amends Personnel Policies and Practices Resolution No. 98-394 and Appendix B to adjust the salary ranges for the classifications of: Hospital Director of Nursing Education and Hospital Chief Nursing Officer as indicated below; and

Classification Title: Hospital Director of Nursing Education							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						
\$58.870	\$62.108	\$65.523	\$69.127	\$72.929	\$76.575	\$80.404	14M31	10	P	9043	X	E
\$4,709.60	\$4,968.62	\$5,241.87	\$5,530.16	\$5,834.30	\$6,126.02	\$6,432.32						
\$10,204	\$10,765	\$11,357	\$11,982	\$12,641	\$13,273	\$13,937						

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						
\$109.995						\$150,230	12C28	01	OA	9043	Y	E
\$8,799.61						\$12,018.40						
\$19,066						\$26,040						

*provided for informational 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 27th day of August 2019, by the following vote, to wit:

AYES: Supervisors Alejo, Phillips, Lopez, Parker and Adams

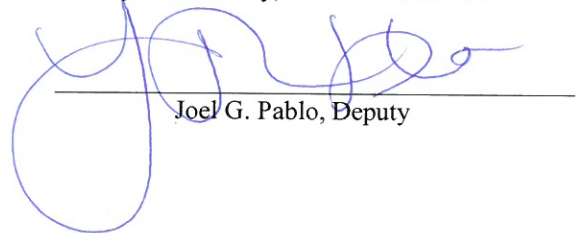
NOES: None

ABSENT: None

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 August 27, 2019.

Dated: August 28, 2019
 File ID: RES 19-111
 Agenda Item No.: 34

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



 Joel G. Pablo, Deputy