

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

**Resolution No.: 22-167**

PPPR Control No. 22-016  
HRM Control No. 22-015

Adopt a Resolution 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, 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 an agreement during negotiations and a request from SEIU to ensure that the current salary properly aligned with market after the approval of new comparable agencies with the recent updates to the County’s compensation philosophy;

**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, 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						
\$21.901	\$23.105	\$24.376	\$25.717	\$27.131	\$28.488	\$29.912	50U20	20	SM	9043	H	N
\$1,752.07	\$1,848.43	\$1,950.09	\$2,057.34	\$2,170.49	\$2,279.01	\$2,392.96						
\$3,796	\$4,005	\$4,225	\$4,458	\$4,703	\$4,938	\$5,185						

\*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 17<sup>th</sup> day of May 2022, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Askew 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 May 17, 2022.

Dated: May 20, 2022

File ID: RES 22-091

Agenda Item No.: 29

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

  
Julian Lorenzana, Deputy

