



Monterey County Board of Supervisors

168 West Alisal Street,
1st Floor
Salinas, CA 93901
831.755.5066

Board Order

Resolution No.: 16-244

Upon motion of Supervisor Potter, seconded by Supervisor Armenta and carried by those members present, the Board of Supervisors hereby:

Adopted Resolution No.: 16-244

- a. Amend the Personnel Policies and Practices Resolution No. 98-394 to Adjust the Salary Ranges for the Classifications of: Supervising Clinic Nurse, Supervising Nurse I, Supervising Nurse II, Nursing Services Unit Manager, Nursing Services Division Manager, Director of Surgical Services, Hospital Director of Nursing Education, Utilization Management Coordinator, Administrative Nurse/House Supervisor, Hospital Chief Nursing Officer and Supervising Public Health Nurse;
- b. Authorize the County Administrative Office to Incorporate the Approved Changes in the Natividad Medical Center and the Monterey County Health Department FY 2016-17 Adopted Budgets; and
- c. Direct the Human Resources Department to Implement the Changes in the Advantage HRM System.

PASSED AND ADOPTED on this 20th day of September 2016, by the following vote, to wit:

AYES: Supervisors Armenta, Phillips, Salinas, Parker and Potter


NOES: None

ABSENT: None

I, Gail T. Borkowski, 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 79 for the meeting on September 20, 2016.

Dated: September 22, 2016
File ID: 16-1060

Gail T. Borkowski, Clerk of the Board of Supervisors
County of Monterey, State of California

By  Deputy

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

Resolution No.: 16-244

PPPR Control No. 16-026

HRM Control No. 16-024

Adopted Resolution No. 16-244 to:

- a. Amend the Personnel Policies and Practices Resolution No. 98-394 to Adjust the Salary Ranges for the Classifications of: Supervising Clinic Nurse, Supervising Nurse I, Supervising Nurse II, Nursing Services Unit Manager, Nursing Services Division Manager, Director of Surgical Services, Hospital Director of Nursing Education, Utilization Management Coordinator, Administrative Nurse/House Supervisor, Hospital Chief Nursing Officer and Supervising Public Health Nurse;
- b. Authorize the County Administrative Office to Incorporate the Approved Changes in the Natividad Medical Center and the Monterey County Health Department FY 2016-17 Adopted Budgets; and
- c. Direct the Human Resources Department to Implement the Changes in the Advantage HRM System.....

WHEREAS, Natividad Medical Center and the Monterey County Health Department employ nurses and nursing supervisors across separate bargaining units that are represented by different associations and nursing managers that are unrepresented; and

WHEREAS, it is recognized that the nursing classifications in Bargaining Unit S with Monterey County Registered Nurses Association (MCRNA) received 6% in salary increases as a result of the most recent negotiations; and

WHEREAS, Natividad Medical Center and the Monterey County Health Department recommend increasing the salary ranges for the respective supervisory/management nursing classifications by 4.5% in an effort to address the compaction issue that occurred between subordinate nursing classifications and their respective supervisory/management nursing classifications as a result of labor negotiations, and to support efforts to recruit and retain qualified nursing supervisors and managers, which are critical to patient care services;

NOW, THEREFORE, the Monterey County Board of Supervisors hereby resolved to approve the following, effective September 17, 2016:

- a. Amended the Personnel Policies and Practices Resolution No. 98-394 to Adjust the Salary Ranges for the Classifications of: Supervising Clinic Nurse, Supervising Nurse I, Supervising Nurse II, Nursing Services Unit Manager, Nursing Services Division Manager, Director of Surgical Services, Hospital Director of Nursing Education, Utilization Management Coordinator, Administrative Nurse/House Supervisor, Hospital Chief Nursing Officer and Supervising Public Health Nurse;

<u>Classification Title:</u> Supervising Clinic Nurse												
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
\$45.449	\$47.942	\$50.572	\$53.346	\$56.272	\$59.086	\$62.040	52A83	10	P	9043	F	E
\$3,635.94	\$3,835.38	\$4,045.76	\$4,267.68	\$4,501.77	\$4,726.86	\$4,963.20						

\$7,878	\$8,310	\$8,766	\$9,247	\$9,754	\$10,242	\$10,754						
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*provided for information purposes only

Classification Title: Supervising Nurse I													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*	
\$52,367	\$55,239	\$58,269	\$61,466	\$64,837	\$68,079	\$71,483	52A16	10	P	9043	F	N	
\$4,189.36	\$4,419.15	\$4,661.56	\$4,917.25	\$5,186.98	\$5,446.32	\$5,718.64							
\$9,077	\$9,575	\$10,100	\$10,654	\$11,238	\$11,800	\$12,390							

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Classification Title: Supervising Nurse II													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*	
\$54,987	\$58,003	\$61,184	\$64,541	\$68,081	\$71,485	\$75,059	52A17	10	P	9043	F	N	
\$4,398.94	\$4,640.23	\$4,894.75	\$5,163.24	\$5,446.46	\$5,718.78	\$6,004.72							
\$9,531	\$10,054	\$10,605	\$11,187	\$11,801	\$12,391	\$13,010							

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Classification Title: Nursing Services Unit Manager													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*	
\$59,635	\$62,906	\$66,357	\$69,996	\$73,836	\$77,528	\$81,404	52A92	10	P	9043	X	E	
\$4,770.79	\$5,032.48	\$5,308.52	\$5,599.71	\$5,906.87	\$6,202.21	\$6,512.32							
\$10,337	\$10,904	\$11,502	\$12,133	\$12,798	\$13,438	\$14,110							

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Classification Title: Nursing Services Division Manager													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*	
\$65,442	\$69,032	\$72,818	\$76,813	\$81,026	\$85,077	\$89,331	52A88	10	P	9043	X	E	
\$5,235.37	\$5,522.54	\$5,825.46	\$6,145.00	\$6,482.07	\$6,806.17	\$7,146.48							
\$11,343	\$11,965	\$12,622	\$13,314	\$14,044	\$14,747	\$15,484							

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Classification Title: Director of Surgical Services													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*	
\$65,784	\$69,393	\$73,199	\$77,214	\$81,449	\$85,522	\$89,798	52A96	9	P	9043	X	E	
\$5,262.73	\$5,551.41	\$5,855.92	\$6,177.13	\$6,515.96	\$6,841.75	\$7,183.84							
\$11,403	\$12,028	\$12,688	\$13,384	\$14,118	\$14,824	\$15,565							

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Classification Title: Hospital Director of Nursing Education													
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>													

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
\$47,895	\$50,522	\$53,293	\$56,216	\$59,300	\$62,265	\$65,378	14M31	10	P	9043	X	E
\$3,831.57	\$4,041.74	\$4,263.44	\$4,497.30	\$4,743.98	\$4,981.18	\$5,230.24						
\$8,302	\$8,757	\$9,237	\$9,744	\$10,279	\$10,793	\$11,332						

*provided for information purposes only

<u>Classification Title:</u> Utilization Management Coordinator							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$49,648	\$52,371	\$55,244	\$58,274	\$61,470	\$64,544	\$67,771	52A34	7	P	9043	X	E
\$3,971.81	\$4,189.68	\$4,419.49	\$4,661.91	\$4,917.62	\$5,163.51	\$5,421.68						
\$8,606	\$9,078	\$9,576	\$10,101	\$10,655	\$11,188	\$11,747						

*provided for information purposes only

<u>Classification Title:</u> Administrative Nurse/House Supervisor							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$58,015	\$61,197	\$64,554	\$68,095	\$71,830	\$75,422	\$79,193	52A89	10	P	9043	X	E
\$4,641.21	\$4,895.80	\$5,164.34	\$5,447.62	\$5,746.43	\$6,033.75	\$6,335.44						
\$10,056	\$10,608	\$11,189	\$11,803	\$12,451	\$13,073	\$13,727						

*provided for information purposes only

<u>Classification Title:</u> Hospital Chief Nursing Officer							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$100,689	\$106,212	\$112,038	\$118,184	\$124,667	\$130,900	\$137,445	12C28	01	OA	9043	Y	E
\$8,055.15	\$8,497.00	\$8,963.08	\$9,454.72	\$9,973.33	\$10,472.00	\$10,995.60						
\$17,453	\$18,410	\$19,420	\$20,485	\$21,609	\$22,689	\$23,824						

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<u>Classification Title:</u> Supervising Public Health Nurse							Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code*
<u>Hourly, Bi-Weekly and Monthly Pay Rates</u>												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$41,556	\$43,835	\$46,239	\$48,776	\$51,451	\$54,024	\$56,725	52E80	10	P	9410	F	E
\$3,324.45	\$3,506.80	\$3,699.16	\$3,902.06	\$4,116.10	\$4,321.90	\$4,538.00						
\$7,203	\$7,598	\$8,015	\$8,454	\$8,918	\$9,364	\$9,832						

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- b. Authorized the County Administrative Office to Incorporate the Approved Changes in the Natividad Medical Center and the Monterey County Health Department FY 2016-17 Adopted Budgets; and
- c. Directed the Human Resources Department to Implement the Changes in the Advantage HRM System.

PASSED AND ADOPTED upon motion of Supervisor Potter, seconded by Supervisor Armenta carried this 20th day of September 2016, by the following vote, to wit:

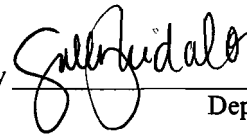
AYES: Supervisors Armenta, Phillips, Salinas, Parker and Potter
NOES: None
ABSENT: None

I, Gail T. Borkowski, 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 79 for the meeting on September 20, 2016.

Dated: September 22, 2016
File Number: 16-1060

Gail T. Borkowski, Clerk of the Board of Supervisors
County of Monterey, State of California

By



Deputy