

### **Monterey County**

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

### **Board Report**

Legistar File Number: 16-1060

September 20, 2016

Introduced: 9/9/2016

Version: 1

Current Status: Agenda Ready

Matter Type: General Agenda Item

### Adopt Resolution 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;
- 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.

#### ..Report

#### RECOMMENDATION:

It is recommended that the Board of Supervisors take the following action:

- 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;
- 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
- Direct the Human Resources Department to Implement the Changes in the Advantage HRM System.

#### SUMMARY:

Natividad Medical Center and the Monterey County Health Department recommend that the salary ranges for the nursing supervisor/manager classifications listed in the attached resolution adjusted. This recommendation addresses compaction issue between supervisory/management nursing classifications and their subordinate nursing classifications upon implementation of salary that occurred increases that the subordinate classifications received as a result of labor negotiations with the Monterey County Registered Nurses Association (MCRNA).

#### DISCUSSION:

In order to promote efforts to recruit and retain qualified nursing supervisors and managers in the hospital, primary care clinics, and public health, Natividad Medical Center and Monterey County Health Department recommend salary adjustments for supervisor manager level nursing classifications. This recommendation addresses a compaction issue between non-represented management nursing classifications and supervisory classifications (represented by SEIU-Local 521 - Unit F) listed in this report and in the attached resolution, and their respective subordinate nursing classifications (represented by MCRNA -The present compaction issue occurred upon implementation of salary increases the subordinate nursing classifications received as a result of labor negotiations with MCRNA -Unit S.

Over the last MOU term, MCRNA - Unit S nurses received a total base salary increase of 6%, while unrepresented nursing managers and SEIU-Local 521 - Unit F nursing supervisors received a total base salary increase of 1.5%. This results in a disincentive for nurses to seek promotional opportunities or to continue in nurse supervising and managing positions because the differential for taking on supervisory responsibilities is negligible. The proposed recommendations listed in the attached resolution strive to provide a fair incentive for nursing professionals to seek and continue to serve in nursing supervisor and manager positions by providing an increase of 4.5% to the salary ranges for nursing supervisor and manager classifications.

These salary adjustments support Natividad Medical Center and the Monterey County Health Department in their ongoing efforts to recruit and retain qualified nursing supervisors and managers in the hospital, primary care clinics, and public health. Therefore, it is recommended that the Board approve this action.

### OTHER AGENCY INVOLVEMENT:

Natividad Medical Center and the Monterey County Health Department consulted with the Monterey County Human Resources Department/Labor Division regarding this recommendation.

#### FINANCING:

The annualized increase to the Natividad Medical Center Budget (Unit 9600) is approximately \$279,460, which will be absorbed in the NMC Budget (Unit 9600) for FY 2016-17 and included in the NMC Budget (Unit 9600) for future years. This action has no impact on the General Fund.

The 2016-2017 estimated increased current fiscal year cost of \$22,650 will be covered within the Health Departments existing appropriations (\$16,150 in 4000-HEA003 Unit 8424; and \$6,500 in 4000-HEA004 Unit 8121) and is included in the 2016-2017 Adopted Budget. The annualized increase in future years will be included in the Requested Budget in the appropriate budget units. There is no impact on General Fund.

Prepared by:

Janine Bouyea

NMC Human Resources Administrator

Cindy Berry Health HR Manager

Monterey County Health Department

Attachment: Resolution

Approved by:

Gary R. Gray, D.O

C Chief Executive Officer

Elsa Jimenez

Director of Health

Monterey County Health Department

Resolu	tion No.: PPPR Control No. 16-026	)
	HRM Control No. 16-024	)
Adopt	a Resolution to:	)
a.	Amend the Personnel Policies and Practices Resolution No. 98-394 to Adjust the	1
	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	í
	Education, Utilization Management Coordinator, Administrative Nurse/House	í
	Supervisor, Hospital Chief Nursing Officer and Supervising Public Health Nurse;	í
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	1
c.	Direct the Human Resources Department to Implement the Changes in the	1
	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;

	H	ourly Bi-We	ekly and Mo	nthly Pay Da	tac							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	В	FLS.
\$45.449	\$47.942	\$50.572	\$53.346	\$56.272	\$59.086	\$62.040	2000		Cat		0	Code
\$3,635.94	\$3,835.38	\$4,045.76	\$4,267.68	\$4,501.77	\$4,726.86	\$4,963.20	52A83	10	P	9043	F	Е
\$7,878	\$8,310	\$8,766	\$9,247	\$9,754	\$10,242	\$10,754						

<sup>\*</sup>provided for information purposes only

Classificat	ion Title: Su	pervising Nu	rse I									
	H	ourly, Bi-We	ekly and Mo	onthly Pay R	ates							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLS.
\$52.367 \$4,189.36 \$9,077	\$55.239 \$4,419.15 \$9,575	\$58.269 \$4,661.56 \$10,100	\$61.466 \$4,917.25 \$10,654	\$64.837 \$5,186.98 \$11,238	\$68.079 \$5,446.32 \$11,800	\$71.483 \$5,718.64 \$12,390	52A16	10	P	9043	F	N
provided to	or information	n purposes or	ıly									
Classificati	on Title: Su	pervising Nu	rse II									
	<u>H</u>	ourly, Bi-We	ekly and Mo	nthly Pay Ra	ites							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	В	FLS.
\$54.987 \$4,398.94 \$9,531	\$58.003 \$4,640.23 \$10,054	\$61.184 \$4,894.75 \$10,605	\$64.541 \$5,163.24 \$11,187	\$68.081 \$5,446.46 \$11,801	\$71.485 \$5,718.78 \$12,391	\$75.059 \$6,004.72 \$13,010	52A17	10	P	9043	U F	Code
		purposes on		1 411,001	Ψ12,591	1 913,010						
Classification	on Title: Nu	rsing Service	s Unit Mana	ger				Π	Ī			
		ourly, Bi-We			27							
Step 1	Step 2						Class	WG	EEO	W/C*	В	FLSA
\$59.635	\$62.906	Step 3 \$66.357	Step 4 \$69.996	Step 5 \$73.836	Step 6	Step 7	Code	*	Cat*		Ü	Code
\$4,770.79 \$10,337	\$5,032.48 \$10,904	\$5,308.52 \$11,502	\$5,599.71 \$12,133	\$5,906.87 \$12,798	\$77.528 \$6,202.21 \$13,438	\$81.404 \$6,512.32 \$14,110	52A92	10	P	9043	X	Е
provided for	r information	purposes on	ly —————									
Classification	on Title: Nu	rsing Service	s Division M	anager								
	Ho	ourly, Bi-Wee	kly and Mo	nthly Pay Ra	tes_							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Stëp 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA Code
\$65.442 \$5,235.37	\$69.032 \$5,522.54	\$72.818 \$5,825.46	\$76.813 \$6,145.00	\$81.026 \$6,482.07	\$85.077 \$6,806.17	\$89.331 \$7,146.48	52A88	10	Р	9043	X	E
\$11,343 provided for	\$11,965 information	\$12,622 purposes onl	\$13,314 v	\$14,044	\$14,747	\$15,484						
											_	
Classificatio		ector of Surgi										
	Ho	urly, Bi-Wee	kly and Mor	thly Pay Rat	tes							
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 <sup>3</sup>
\$65.784 \$5,262.73 \$11,403	\$69.393 \$5,551.41 \$12,028	\$73.199 \$5,855.92 \$12,688	\$77.214 \$6,177.13 \$13,384	\$81.449 \$6,515.96 \$14,118	\$85.522 \$6,841.75 \$14,824	\$89.798 \$7,183.84 \$15,565	52A96	9	Р	9043	Х	Е
provided for	information	purposes onl	у									
Classificatio	n Title: Hos	pital Director	of Nursing	Education								
	Hou	ırly, Bi-Weel	cly and Mon	thly Pay Rate	<u></u>							
						1	1		- 1		- 1	

Classificati	on Title: Ho	spital Directo	or of Nursing	Education								
	<u>H</u> c	ourly, Bi-We	ekly and Mo	nthly Pay Ra	ites							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	В	FLSA Code*
\$47.895	\$50.522	\$53.293	\$56.216	\$59.300	\$62.265	\$65.378					0	Code
\$3,831.57 \$8,302	\$4,041.74 \$8,757	\$4,263.44 \$9,237	\$4,497.30 \$9,744	\$4,743.98 \$10,279	\$4,981.18 \$10,793	\$5,230.24 \$11,332	14M31	10	Р	9043	X	Е

<sup>\*</sup>provided for information purposes only

	Н	ourly, Bi-We	ekly and Mo	nthly Pay Ra	ites							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	WG	EEO	W/C*	В	FLSA
\$49.648 \$3,971.81 \$8,606	\$52.371 \$4,189.68 \$9.078	\$55.244 \$4,419.49 \$9,576	\$58.274 \$4,661.91 \$10,101	\$61.470 \$4,917.62 \$10,655	\$64.544 \$5,163.51 \$11,188	\$67.771 \$5,421.68 \$11,747	52A34	7	Cat*	9043	X	Code
		purposes on		1 410,000	1 411,100	1 011,747						
Classification	on Title: Adı	ministrative 1	Nurse/House	Supervisor								
,	<u>Ho</u>	ourly, Bi-We	ekly and Mo	nthly Pay Ra	tes							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	В	FLS
\$58.015 \$4,641.21	\$61.197 \$4,895.80	\$64.554 \$5,164.34	\$68.095 \$5,447.62	\$71.830 \$5,746.43	\$75.422 \$6,033.75	\$79.193 \$6,335.44	52A89	10	P	9043	U X	Code E
\$10,056	\$10,608	\$11,189	\$11,803	\$12,451	\$13,073	\$13,727				20.0		
provided for	information	purposes on	ly									
Classificatio	on Title: Hos	spital Chief N	Jursing Offic	er								
	Ho	ourly, Bi-Wee	ekly and Mo	nthly Pay Ra	<u>tes</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
\$100.689 \$8,055.15	\$106.212 \$8,497.00	\$112.038 \$8,963.08	\$118.184 \$9,454.72	\$124.667 \$9,973.33	\$130.900 \$10,472.00	\$137.445 \$10,995.60	12C28	01	OA	9043	Y	Е
\$17,453	\$18,410	\$19,420 purposes on	\$20,485	\$21,609	\$22,689	\$23,824						
		2 8 	*									
Classificatio	on Title: Sup	ervising Pub	lic Health N	urse								
	<u>Ho</u>	ourly, Bi-Wee	ekly and Mor	nthly Pay Ra	<u>tes</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
\$41.556 \$3,324.45	\$43.835 \$3,506.80	\$46.239 \$3,699.16	\$48.776 \$3,902.06	\$51.451 \$4,116.10	\$54.024 \$4,321.90	\$56.725 \$4,538.00	52E80	10	P	9410	F	Е
\$7,203	\$7,598	\$8,015	\$8,454	\$8,918	\$9,364	\$9,832						
. Author Nativio Budge	information rized the ( dad Medio ts; and ed the Hu	purposes onl County Accal Center	dministrate and the N	tive Offic Monterey	e to Incor County H	porate the Iealth Dep	oartme	nt F	Y 20	16-17	Ado	opte
Directe System												

ABSENT:

California, hereby certify that the fe	Board of Supervisors of the County of Monterey, State of oregoing is a true copy of an original order of said Board of in the minutes thereof of Minute Book for the meeting on
Dated:	Gail T. Borkowski, Clerk of the Board of Supervisors County of Monterey, State of California
	By, Deputy

Resolution No.:	PPPR Control No. 16-026	)
	HRM Control No. 16-024	)
Adopt a Resolution to:		í
a. Amend the Personnel Policies and Practices	Resolution No. 98-394 to Adjust the	í
Salary Ranges for the Classifications of: S	Supervising Clinic Nurse, Supervising	1
Nurse I, Supervising Nurse II, Nursing Service	vices Unit Manager, Nursing Services	í
Division Manager, Director of Surgical Se	ervices, Hospital Director of Nursing	1
Education, Utilization Management Coord	dinator, Administrative Nurse/House	)
Supervisor, Hospital Chief Nursing Officer a	and Supervising Public Health Nurse:	1
b. Authorize the County Administrative Office	to Incorporate the Approved Changes	í
in the Natividad Medical Center and the Mon	nterey County Health Department FY	)
2016-17 Adopted Budgets; and		)
c. Direct the Human Resources Department to	Implement the Changes in the	1
Advantage HRM System.		1
		,

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;

Classification	on Title: Sup	pervising Cli	nic Nurse									
	<u>Ho</u>	ourly, Bi-We	ekly and Mo	nthly Pay Ra	tes							
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						
\$3,635.94	\$3,835.38	\$4,045.76	\$4,267.68	\$4,501.77	\$4,726.86	\$4,963.20	52A83	10	Р	9043	F	E
\$7,878	\$8,310	\$8,766	\$9,247	\$9,754	\$10,242	\$10,754						

<sup>\*</sup>provided for information purposes only

	II.	ounts Di Wa	alds and Ma	nthle Day Da								
	П	ourry, BI-We	ekly and Mo	nuniy Pay Ka	tes		01	WG	EEO	W/C#		
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						
\$4,189.36	\$4,419.15	\$4,661.56	\$4,917.25	\$5,186.98	\$5,446.32	\$5,718.64	52A16	10	P	9043	F	N
\$9,077	\$9,575	\$10,100	\$10,654	\$11,238	\$11,800	\$12,390						1

<sup>\*</sup>provided for information purposes only

Classification	on Title: Sup	ervising Nu	se II									
	<u>Ho</u>	ourly, Bi-We	ekly and Mo	nthly Pay Ra	tes							
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						
\$4,398.94	\$4,640.23	\$4,894.75	\$5,163.24	\$5,446.46	\$5,718.78	\$6,004.72	52A17	10	P	9043	F	N
\$9,531	\$10,054	\$10,605	\$11,187	\$11,801	\$12,391	\$13,010						

<sup>\*</sup>provided for information purposes only

Classification	on Title: Nu	rsing Service	s Unit Mana	ger								
	Ho	ourly, Bi-We	ekly and Mo	nthly Pay Ra	tes							
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						
\$4,770.79	\$5,032.48	\$5,308.52	\$5,599.71	\$5,906.87	\$6,202.21	\$6,512.32	52A92	10	P	9043	X	Е
\$10,337	\$10,904	\$11,502	\$12,133	\$12,798	\$13,438	\$14,110						

<sup>\*</sup>provided for information purposes only

Classification	on Title: Nu	rsing Service	s Division M	lanager								
	<u>Ho</u>	ourly, Bi-We	ekly and Mo	nthly Pay Ra	<u>tes</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						
\$5,235.37	\$5,522.54	\$5,825.46	\$6,145.00	\$6,482.07	\$6,806.17	\$7,146.48	52A88	10	P	9043	X	Е
\$11,343	\$11,965	\$12,622	\$13,314	\$14,044	\$14,747	\$15,484						

<sup>\*</sup>provided for information purposes only

Classification	on Title: Dir	ector of Surg	ical Services	3								
	<u>Ho</u>	ourly, Bi-We	ekly and Mo	nthly Pay Ra	<u>tes</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						
\$5,262.73	\$5,551.41	\$5,855.92	\$6,177.13	\$6,515.96	\$6,841.75	\$7,183.84	52A96	9	P	9043	X	Е
\$11,403	\$12,028	\$12,688	\$13,384	\$14,118	\$14,824	\$15,565						

<sup>\*</sup>provided for information purposes only

Classification	on Title: Ho	spital Directo	or of Nursing	g Education								
	<u>Hc</u>	ourly, Bi-We	ekly and Mo	nthly Pay Ra	tes							
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						
\$3,831.57	\$4,041.74	\$4,263.44	\$4,497.30	\$4,743.98	\$4,981.18	\$5,230.24	14M31	10	Р	9043	X	Е
\$8,302	\$8,757	\$9,237	\$9,744	\$10,279	\$10,793	\$11,332						

<sup>\*</sup>provided for information purposes only

Classificati	on Title: Uti	lization Man	agement Coo	ordinator								
	<u>Ho</u>	ourly, Bi-We	ekly and Mo	nthly Pay Ra	tes							
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*
\$49.648	\$52.371	\$55.244	\$58.274	\$61.470	\$64.544	\$67.771						
\$3,971.81	\$4,189.68	\$4,419.49	\$4,661.91	\$4,917.62	\$5,163.51	\$5,421.68	52A34	7	P	9043	X	Е
\$8,606	\$9,078	\$9,576	\$10,101	\$10,655	\$11,188	\$11,747						_

Classificati	on Title: Ad	ministrative	Nurse/House	Supervisor								
	Hourly, Bi-Weekly and Monthly Pay Rates											
Step I	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class	WG *	EEO Cat*	W/C*	В	FLSA Code*
\$58.015	\$61.197	\$64.554	\$68.095	\$71.830	\$75.422	\$79.193						Code
\$4,641.21	\$4,895.80	\$5,164.34	\$5,447.62	\$5,746.43	\$6,033.75	\$6,335.44	52A89	10	Р	9043	X	Е
\$10,056	\$10,608	\$11,189	\$11,803	\$12,451	\$13.073	\$13 727						

<sup>\*</sup>provided for information purposes only

Classification	on Title: Ho	spital Chief l	Nursing Offic	er								
	<u>H</u> 0											
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*
\$100.689	\$106.212	\$112.038	\$118.184	\$124.667	\$130.900	\$137.445						Couc
\$8,055.15	\$8,497.00	\$8,963.08	\$9,454.72	\$9,973.33	\$10,472.00	\$10,995.60	12C28	01	OA	9043	Y	Е
\$17,453	\$18,410	\$19,420	\$20,485	\$21,609	\$22,689	\$23,824						

<sup>\*</sup>provided for information purposes only

Classification	on Title: Sup	ervising Pub	olic Health N	urse								
	<u>Ho</u>	ourly, Bi-We	ekly and Mo	nthly Pay Ra	<u>tes</u>							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B	FLSA Code*
\$41.556 \$3,324.45	\$43.835 \$3,506.80	\$46.239 \$3,699.16	\$48.776 \$3,902.06	\$51.451 \$4,116.10	\$54.024 \$4,321.90	\$56.725 \$4,538.00	52E80	10	Р	9410	F	Е
\$7,203	\$7,598	\$8,015	\$8,454	\$8,918	\$9,364	\$9,832						

<sup>\*</sup>provided for information purposes only

ABSENT:

- 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 on thisto-wit:	day of	, 2016, by the following vote,
AYES: NOES:		

California, hereby certify that the fo	oard of Supervisors of the County of Monterey, State of regoing is a true copy of an original order of said Board of in the minutes thereof of Minute Book for the meeting on
Dated:	Gail T. Borkowski, Clerk of the Board of Supervisors County of Monterey, State of California
	By, Deputy

Resolution No.:	PPPR Control No. 16-026	)
	HRM Control No. 16-024	í
Adopt a Resolution to:		)
a. Amend the Personnel Policies and	d Practices Resolution No. 98-394 to Adjust the	í
Salary Ranges for the Classificat	ions of: Supervising Clinic Nurse, Supervising	)
Nurse I, Supervising Nurse II, N	ursing Services Unit Manager, Nursing Services	í
Division Manager, Director of S	urgical Services, Hospital Director of Nursing	)
Education, Utilization Managem	ent Coordinator, Administrative Nurse/House	)
Supervisor, Hospital Chief Nursin	g Officer and Supervising Public Health Nurse;	)
b. Authorize the County Administrat	ive Office to Incorporate the Approved Changes	í
in the Natividad Medical Center a	nd the Monterey County Health Department FY	)
2016-17 Adopted Budgets; and		í
c. Direct the Human Resources Depa	artment 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;

	on Title: Sur											
	<u>Ho</u>	ourly, Bi-We	ekly and Mo	nthly Pay Ra	tes			52704000				
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						
\$3,635.94	\$3,835.38	\$4,045.76	\$4,267.68	\$4,501.77	\$4,726.86	\$4,963.20	52A83	10	P	9043	F	Е
\$7,878	\$8,310	\$8,766	\$9,247	\$9,754	\$10,242	\$10,754						

<sup>\*</sup>provided for information purposes only

Classification	on Title: Sup	pervising Nu	rse I									
	Ho	ourly, Bi-We	ekly and Mo	nthly Pay Ra	tes							
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						
\$4,189.36	\$4,419.15	\$4,661.56	\$4,917.25	\$5,186.98	\$5,446.32	\$5,718.64	52A16	10	P	9043	F	N
\$9,077	\$9,575	\$10,100	\$10,654	\$11,238	\$11,800	\$12,390						

provided for information purposes only

Classification	on Title: Sur	ervising Nu	se II									
	<u>Ho</u>	ourly, Bi-We	ekly and Mo	nthly Pay Ra	tes							
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 \$4,398.94	\$58.003 \$4,640.23	\$61.184 \$4,894.75	\$64.541 \$5,163.24	\$68.081 \$5,446.46	\$71.485 \$5,718.78	\$75.059 \$6,004.72	52A17	10	P	9043	F	N
\$9,531	\$10,054	\$10,605	\$11,187	\$11,801	\$12,391	\$13,010						

<sup>\*</sup>provided for information purposes only

Classification	on Title: Nu	rsing Service	s Unit Mana	ger								
	<u>Ho</u>	ourly, Bi-We	ekly and Mo	nthly Pay Ra	tes							
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						
\$4,770.79	\$5,032.48	\$5,308.52	\$5,599.71	\$5,906.87	\$6,202.21	\$6,512.32	52A92	10	P	9043	X	Е
\$10,337	\$10,904	\$11,502	\$12,133	\$12,798	\$13,438	\$14,110						

<sup>\*</sup>provided for information purposes only

Classification Title: Nursing Services Division Manager												
	Hourly, Bi-Weekly and Monthly Pay Rates											
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			-			
\$5,235.37	\$5,522.54	\$5,825.46	\$6,145.00	\$6,482.07	\$6,806.17	\$7,146.48	52A88	10	P	9043	X	Е
\$11,343	\$11,965	\$12,622	\$13,314	\$14,044	\$14,747	\$15,484						

<sup>\*</sup>provided for information purposes only

Classification	on Title: Dir											
	Hourly, Bi-Weekly and Monthly Pay Rates											
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 \$5,262.73	\$69.393 \$5,551.41	\$73.199 \$5,855.92	\$77.214 \$6,177.13	\$81.449 \$6,515.96	\$85.522 \$6,841.75	\$89.798 \$7,183.84	52A96	9	Р	9043	X	Е
\$11,403	\$12,028	\$12,688	\$13,384	\$14,118	\$14,824	\$15,565						

<sup>\*</sup>provided for information purposes only

Classification Title: Hospital Director of Nursing Education												
	Hourly, Bi-Weekly and Monthly Pay Rates											
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 \$3,831.57	\$50.522 \$4,041.74	\$53.293 \$4,263.44	\$56.216 \$4,497.30	\$59.300 \$4,743.98	\$62.265 \$4,981.18	\$65.378 \$5.230.24	14M31	10	Р	9043	X	Е
\$8,302	\$8,757	\$9,237	\$9,744	\$10,279	\$10,793	\$11,332				250 A		

<sup>\*</sup>provided for information purposes only

Classificati	Tide III	P					I	I	I		T	
Ciassificatio		lization Man										
		ourly, Bi-We	ekly and Mo	nthly Pay Ra	ites		Class	WG	EEO	W/C*	В	FLSA
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Code	*	Cat*	W/C	U	Code
\$49.648 \$3,971.81 \$8,606	\$52.371 \$4,189.68 \$9,078	\$55.244 \$4,419.49 \$9,576	\$58.274 \$4,661.91 \$10,101	\$61.470 \$4,917.62 \$10,655	\$64.544 \$5,163.51 \$11,188	\$67.771 \$5,421.68 \$11,747	52A34	7	P	9043	х	Е
provided for	information	purposes on	iy				·					
Classification	on Title: Adı	ministrative l	Nurse/House	Supervisor								
	<u>Ho</u>	ourly, Bi-We	ekly and Mo	nthly Pay Ra	tes							
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*
\$58.015 \$4,641.21 \$10,056	\$61.197 \$4,895.80 \$10,608	\$64.554 \$5,164.34 \$11,189	\$68.095 \$5,447.62 \$11,803	\$71.830 \$5,746.43 \$12,451	\$75.422 \$6,033.75 \$13,073	\$79.193 \$6,335.44 \$13,727	52A89	10	Р	9043	Х	Е
provided for	information	purposes on	ly —————	-								
Classification	on Title: Hos	spital Chief N	Jursing Offic	er								
	<u>Hc</u>	ourly, Bi-Wee	ekly and Mo	nthly Pay Ra	<u>tes</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*
\$100.689 \$8,055.15 \$17,453	\$106.212 \$8,497.00 \$18,410	\$112.038 \$8,963.08 \$19,420	\$118.184 \$9,454.72 \$20,485	\$124.667 \$9,973.33 \$21,609	\$130.900 \$10,472.00 \$22,689	\$137.445 \$10,995.60 \$23,824	12C28	01	OA	9043	Y	Е
		purposes on		7-1,000	<b>4</b> 11,000	<b>V20,02</b> 1						
Classificatio	on Title: Sup	ervising Pub	lic Health N	urse								
	Но	ourly, Bi-Wee	kly and Mor	nthly Pay Ra	<u>tes</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*
\$41.556 \$3,324.45 \$7,203	\$43.835 \$3,506.80 \$7,598	\$46.239 \$3,699.16 \$8,015	\$48.776 \$3,902.06 \$8,454	\$51.451 \$4,116.10 \$8,918	\$54.024 \$4,321.90 \$9,364	\$56.725 \$4,538.00 \$9,832	52E80	10	Р	9410	F	E
		purposes onl		φο,στο	ψ5,504	ψ9,002						
Nativio Budge	dad Medio ts; and ed the Hu	cal Center	and the M	Monterey	e to Incorp County H	lealth Dep	oartme	nt F`	Y 20	16-17	Ad	opted
o-wit: YES:	AND AD	OPTED o	n this	day of	1		, 2016	, by	the fo	ollowi	ing '	vote,
IOES: .BSENT:												

California, hereby certify	rk of the Board of Supervisors of the County of Monterey, State of that the foregoing is a true copy of an original order of said Board of d entered in the minutes thereof of Minute Book for the meeting on
•	
Dated:	Gail T. Borkowski, Clerk of the Board of Supervisors County of Monterey, State of California
	By, Deputy
	, – - <sub>F</sub> y

Resolution No.:	PPPR Control No. 16-026	)
	HRM Control No. 16-024	í
Adopt a Resolution to:		Ś
a. Amend the Personnel Policies	and Practices Resolution No. 98-394 to Adjust the	í
Salary Ranges for the Classific	cations of: Supervising Clinic Nurse, Supervising	)
Nurse I, Supervising Nurse II,	Nursing Services Unit Manager, Nursing Services	)
Division Manager, Director of	f Surgical Services, Hospital Director of Nursing	í
Education, Utilization Manag	ement Coordinator, Administrative Nurse/House	)
	sing Officer and Supervising Public Health Nurse;	í
b. Authorize the County Administ	rative Office to Incorporate the Approved Changes	í
in the Natividad Medical Cente	r and the Monterey County Health Department FY	í
2016-17 Adopted Budgets; and		í
c. Direct the Human Resources De	epartment 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;

Classification	on Title: Sup	pervising Cli	nic Nurse									
	Hourly, Bi-Weekly and Monthly Pay Rates											
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						
\$3,635.94	\$3,835.38	\$4,045.76	\$4,267.68	\$4,501.77	\$4,726.86	\$4,963.20	52A83	10	P	9043	F	Е
\$7,878	\$8,310	\$8,766	\$9,247	\$9,754	\$10,242	\$10,754						

<sup>\*</sup>provided for information purposes only

Classificat	ion Title: Su	ıpervising Νι	irse I									
	<u> </u>	lourly, Bi-We	eekly and M	onthly Pay R	ates							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*		B U	FLS Code
\$52.367 \$4,189.36 \$9,077 provided fo	\$55.239 \$4,419.15 \$9,575 or information	\$58.269 \$4,661.56 \$10,100 n purposes or	\$61.466 \$4,917.25 \$10,654	\$64.837 \$5,186.98 \$11,238	\$68.079 \$5,446.32 \$11,800	\$71.483 \$5,718.64 \$12,390	52A16	10	P	9043	F	N
Classificati	on Title: Su	pervising Nu	rse II					Ī			Ī	Ī
		ourly, Bi-We		onthly Pay R	ates							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*		B U	FLS.
\$54.987 \$4,398.94 \$9,531	\$58.003 \$4,640.23 \$10,054	\$61.184 \$4,894.75 \$10,605	\$64.541 \$5,163.24 \$11,187	\$68.081 \$5,446.46 \$11,801	\$71.485 \$5,718.78 \$12,391	\$75.059 \$6,004.72 \$13,010	52A17	10	Р	9043	F	N
		n purposes or										
Classificati	on Title: Nu	rsing Service	es Unit Mana	iger								
	<u>H</u>	ourly, Bi-We	ekly and Mo	onthly Pay Ra	ates							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLS.
\$59.635 \$4,770.79 \$10,337	\$62.906 \$5,032.48 \$10,904	\$66.357 \$5,308.52 \$11,502	\$69.996 \$5,599.71 \$12,133	\$73.836 \$5,906.87 \$12,798	\$77.528 \$6,202.21 \$13,438	\$81.404 \$6,512.32 \$14,110	52A92	10	P	9043	X	Е
		purposes on		1 412,730	1 915,456	\$14,110						
Classification	on Title: Nu	rsing Service	s Division M	ſanager								
	<u>H</u>	ourly, Bi-We	ekly and Mo	nthly Pay Ra	ites							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	B U	FLSA
\$65.442 \$5,235.37 \$11,343	\$69.032 \$5,522.54 \$11,965	\$72.818 \$5,825.46 \$12,622	\$76.813 \$6,145.00 \$13,314	\$81.026 \$6,482.07 \$14,044	\$85.077 \$6,806.17 \$14,747	\$89.331 \$7,146.48	52A88	10	P	9043	X	Code <sup>3</sup>
		purposes on		<u> </u>	\$14,747	\$15,484						
Classification	on Title: Dir	ector of Surg	ical Services									
	<u>H</u> c	ourly, Bi-Wee	ekly and Mo	nthly Pay Ra	tes							
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 \$5,262.73 \$11,403	\$69.393 \$5,551.41 \$12,028	\$73.199 \$5,855.92 \$12,688	\$77.214 \$6,177.13 \$13,384	\$81.449 \$6,515.96 \$14,118	\$85.522 \$6,841.75 \$14,824	\$89.798 \$7,183.84 \$15,565	52A96	9	Р	9043	Х	E
provided for	information	purposes onl										
Classificatio	on Title: Hos	spital Directo	r of Nursing	Education							T	
	Но	urly, Bi-Wee	kly and Mor	nthly Pay Rat	es							
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Class Code	WG *	EEO Cat*	W/C*	В	FLSA
\$47.895	\$50.522	\$53.293	\$56.216	\$59.300	\$62.265	\$65.378	Code		Cat.		U	Code <sup>3</sup>

<sup>\$8,302</sup> \$8,757 \$9,237 \*provided for information purposes only

\$4,041.74

\$3,831.57

\$4,263.44

\$4,497.30

\$9,744

\$4,743.98

\$10,279

\$62.265

\$4,981.18

\$10,793

\$65.378

\$5,230.24

\$11,332

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Classification		lization Man			T & WILL INVESTIGATION							
	<u>He</u>	ourly, Bi-We	ekly and Mo	nthly Pay Ra	ites		~.				15507630	
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
\$49.648 \$3,971.81 \$8,606	\$52.371 \$4,189.68 \$9,078	\$55.244 \$4,419.49 \$9,576	\$58.274 \$4,661.91 \$10,101	\$61.470 \$4,917.62 \$10,655	\$64.544 \$5,163.51 \$11,188	\$67.771 \$5,421.68 \$11,747	52A34	7	Р	9043	Х	Е
		purposes on		Ψ10,000	Ψ11,100	Ψ11,747						
Classification	on Title: Ad	ministrative 1	Nurse/House	Supervisor								
	Hourly, Bi-Weekly and Monthly Pay Rates											
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*
\$58.015 \$4,641.21	\$61.197 \$4,895.80	\$64.554 \$5,164.34	\$68.095 \$5,447.62	\$71.830 \$5,746.43	\$75.422 \$6,033.75	\$79.193 \$6,335.44	52A89	10	Р	9043	Х	E
\$10,056	\$10,608	\$11,189 purposes on	\$11,803	\$12,451	\$13,073	\$13,727						
provided for		- purposes on	iy									
Classification	on Title: Hos	spital Chief N	Nursing Offic	er								
	<u>Ho</u>	ourly, Bi-We	ekly and Mo	nthly Pay Ra	<u>tes</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*
\$100.689 \$8,055.15	\$106.212 \$8,497.00	\$112.038 \$8,963.08	\$118.184 \$9,454.72	\$124.667 \$9,973.33	\$130.900 \$10,472.00	\$137.445 \$10,995.60	12C28	01	OA	9043	Y	Е
\$17,453	\$18,410	\$19,420 purposes on	\$20,485	\$21,609	\$22,689	\$23,824						
provided for	Illomation	purposes on	iy 									
Classification	on Title: Sup	ervising Pub	lic Health N	urse								
	<u>Ho</u>	ourly, Bi-Wee	ekly and Moi	nthly Pay Ra	<u>tes</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*
\$41.556 \$3,324.45 \$7,203	\$43.835 \$3,506.80 \$7,598	\$46.239 \$3,699.16 \$8,015	\$48.776 \$3,902.06 \$8,454	\$51.451 \$4,116.10	\$54.024 \$4,321.90	\$56.725 \$4,538.00	52E80	10	P	9410	F	Е
		purposes on		\$8,918	\$9,364	\$9,832						
Nativi	rized the ( dad Medi ts; and	County Accal Center	dministrate and the M	tive Offic Monterey	e to Incor County H	porate the lealth Dep	Appro partme	oved nt F	l Cha Y 20	nges i 16-17	n th Ado	e opted
Systen		man Reso	urces Dep	partment t	to Implem	ent the C	hanges	s in t	he A	dvant	age	HRM
PASSED A o-wit:	AND AD	OPTED o	n this	day of	5 <del>Marina</del>	***************************************	, 2016	, by	the fo	ollow	ing	vote,
AYES: NOES:												

ABSENT:

California, hereby certify that the for	oard of Supervisors of the County of Monterey, State of regoing is a true copy of an original order of said Board of in the minutes thereof of Minute Book for the meeting on
·	
Dated:	Gail T. Borkowski, Clerk of the Board of Supervisors County of Monterey, State of California
	Ву
	, Deputy