



Monterey County Board of Supervisors

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

Board Order

Resolution No. 18-297

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

Adopted Resolution No. 18-297:

- a. Approved and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the following classifications: 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, Supervising Public Health Nurse, and Director of Public Health Nursing effective September 15, 2018 as indicated in the attached resolution;
- b. Approved and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the following classifications: 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, Supervising Public Health Nurse, and Director of Public Health Nursing effective January 12, 2019 as indicated in the attached resolution;
- c. Authorized the County Administrative Office to incorporate the approved changes in the Natividad FY 18-19 Adopted Budget; and
- d. Directed the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this 11th day of September 2018, by the following vote, to wit:

AYES: Supervisors Alejo, Salinas, Phillips and Adams

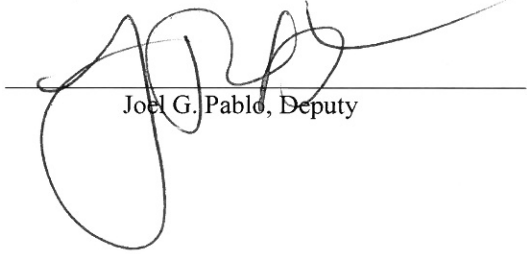
NOES: None

ABSENT: Supervisor Parker

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 81 for the meeting September 11, 2018.

Dated: September 13, 2018
File ID: 18-838

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.: 18-297

PPPR Control No. 18-009)

HRM Control No. 18-008)

- a) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the following classifications: 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, Supervising Public Health Nurse, and Director of Public Health Nursing effective September 15, 2018 as indicated;)
- b) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the following classifications: 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, Supervising Public Health Nurse, and Director of Public Health Nursing effective January 12, 2019 as indicated;)
- c) Authorize the County Administrative Office to incorporate the approved changes in the Natividad FY 18-19 Adopted Budget; and)
- d) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.....)

WHEREAS, Natividad 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 7% as a result of the most recent negotiations and will receive another 2% increase in January 2019; and

WHEREAS, Natividad and the Monterey County Health Department recommend increasing the salary ranges for the respective supervisory/management nursing classifications by 1.5% effective September 15, 2018 and then by 2% effective January 12, 2019 in an effort to address the compaction issues that occur 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, BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

- a) Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B are amended to adjust the salary ranges for the following classifications:
 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, Supervising Public Health Nurse, and Director of Public Health Nursing effective September 15, 2018 as indicated;

Classification Title: Supervising Clinic Nurse							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						
\$48,676	\$51,353	\$54,177	\$57,157	\$60,300	\$63,315	\$66,481	52A83	10	P	9043	F	E
\$3,894.07	\$4,108.24	\$4,334.18	\$4,572.54	\$4,824.02	\$5,065.22	\$5,318.48						
\$8,437	\$8,901	\$9,391	\$9,907	\$10,452	\$10,975	\$11,523						

*provided for informational purposes only

Classification Title: Supervising Nurse I							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						
\$56.085	\$59.169	\$62.423	\$65.857	\$69.478	\$72.952	\$76.600	52A16	10	P	9043	F	N
\$4,486.79	\$4,733.55	\$4,993.88	\$5,268.52	\$5,558.28	\$5,836.19	\$6,128.00						
\$9,721	\$10,256	\$10,820	\$11,415	\$12,043	\$12,645	\$13,277						

*provided for informational purposes only

Classification Title: Supervising Nurse II							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						
\$58.891	\$62.129	\$65.546	\$69.151	\$72.954	\$76.602	\$80.432	52A17	10	P	9043	F	N
\$4,711.24	\$4,970.35	\$5,243.70	\$5,532.09	\$5,836.34	\$6,128.15	\$6,434.56						
\$10,208	\$10,769	\$11,361	\$11,986	\$12,645	\$13,278	\$13,942						

*provided for informational purposes only

Classification Title: Nursing Services Unit Manager							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						
\$63.869	\$67.381	\$71.087	\$74.997	\$79.121	\$83.077	\$87.231						
\$5,109.49	\$5,390.49	\$5,686.96	\$5,999.72	\$6,329.69	\$6,646.17	\$6,978.48	52A92	10	P	9043	X	E
\$11,071	\$11,679	\$12,322	\$12,999	\$13,714	\$14,400	\$15,120						

*provided for informational purposes only

Classification Title: Nursing Services Division Manager							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						
\$70.088	\$73.943	\$78.010	\$82.300	\$86.826	\$91.168	\$95.726						
\$5,607.08	\$5,915.45	\$6,240.78	\$6,584.00	\$6,946.11	\$7,293.41	\$7,658.08	52A88	10	P	9043	X	E
\$12,149	\$12,817	\$13,522	\$14,265	\$15,050	\$15,802	\$16,593						

*provided for informational purposes only

Classification Title: Director of Surgical Services							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						
\$70.455	\$74.329	\$78.417	\$82.730	\$87.280	\$91.644	\$96.226						
\$5,636.36	\$5,946.35	\$6,273.38	\$6,618.39	\$6,982.39	\$7,331.51	\$7,698.08	52A96	09	P	9043	X	E
\$12,212	\$12,884	\$13,592	\$14,340	\$15,129	\$15,885	\$16,679						

*provided for informational purposes only

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						
\$51.295	\$54.116	\$57.092	\$60.232	\$63.545	\$66.722	\$70.058						
\$4,103.59	\$4,329.28	\$4,567.38	\$4,818.57	\$5,083.57	\$5,337.75	\$5,604.64	14M31	10	P	9043	X	E
\$8,891	\$9,380	\$9,896	\$10,440	\$11,014	\$11,565	\$12,143						

*provided for informational purposes only

Classification Title: Utilization Management Coordinator							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						
\$53.172	\$56.097	\$59.182	\$62.436	\$65.870	\$69.164	\$72.622						
\$4,253.78	\$4,487.72	\$4,734.53	\$4,994.92	\$5,269.62	\$5,533.11	\$5,809.76	52A34	07	P	9043	X	E
\$9,217	\$9,723	\$10,258	\$10,822	\$11,418	\$11,988	\$12,588						

*provided for informational purposes only

Classification Title: Administrative Nurse/House Supervisor							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						
\$62.134	\$65.551	\$69.156	\$72.960	\$76.972	\$80.821	\$84.862						
\$4,970.73	\$5,244.10	\$5,532.51	\$5,836.78	\$6,157.79	\$6,465.68	\$6,788.96	52A89	10	P	9043	X	E
\$10,770	\$11,362	\$11,987	\$12,646	\$13,342	\$14,009	\$14,709						

*provided for informational purposes only

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						
\$107.838	\$113.769	\$120.026	\$126.627	\$133.591	\$140.270	\$147.284						
\$8,627.05	\$9,101.51	\$9,602.06	\$10,130.15	\$10,687.28	\$11,221.64	\$11,782.72	12C28	01	OA	9043	Y	E
\$18,692	\$19,720	\$20,804	\$21,949	\$23,156	\$24,314	\$25,529						

*provided for informational purposes only

Classification Title: Supervising Public Health Nurse							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						
\$44.505	\$46.953	\$49.535	\$52.260	\$55.134	\$57.890	\$60.785						
\$3,560.43	\$3,756.25	\$3,962.83	\$4,180.77	\$4,410.70	\$4,631.24	\$4,862.80	52E80	10	P	9410	F	E
\$7.714	\$8.139	\$8.586	\$9.058	\$9.557	\$10.034	\$10.536						

*provided for informational purposes only

Classification Title: Director of Public Health Nursing							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						
\$53.978	\$56.947	\$60.079	\$63.383	\$66.869	\$70.212	\$73.723	52E20	2	OA	9410	X	E
\$4,318.27	\$4,555.76	\$4,806.31	\$5,070.65	\$5,349.52	\$5,616.99	\$5,897.84						
\$9,356	\$9,871	\$10,414	\$10,986	\$11,591	\$12,170	\$12,779						

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- b) Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B are amended to adjust the salary ranges for the following classifications:
 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, Supervising Public Health Nurse, and Director of Public Health Nursing effective January 12, 2019 as indicated;

Classification Title: Supervising Clinic Nurse							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						
\$49.650	\$52.380	\$55.261	\$58.300	\$61.507	\$64.582	\$67.811						
\$3,971.98	\$4,190.42	\$4,420.88	\$4,664.02	\$4,920.53	\$5,166.55	\$5,424.88	52A83	10	P	9043	F	E
\$8,606	\$9,079	\$9,579	\$10,105	\$10,661	\$11,194	\$11,754						

*provided for informational purposes only

Classification Title: Supervising Nurse I							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						
\$57.207	\$60.353	\$63.672	\$67.174	\$70.868	\$74.411	\$78.132	52A16	10	P	9043	F	N
\$4,576.52	\$4,828.22	\$5,093.75	\$5,373.89	\$5,669.44	\$5,952.91	\$6,250.56						
\$9,916	\$10,461	\$11,036	\$11,643	\$12,284	\$12,898	\$13,543						

*provided for informational purposes only

Classification Title: Supervising Nurse II							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Hourly, Bi-Weekly and Monthly Pay Rates			Step 6	Step 7						
		Step 3	Step 4	Step 5								

\$60.069	\$63.372	\$66.857	\$70.534	\$74.414	\$78.134	\$82.041						
\$4,805.49	\$5,069.78	\$5,348.60	\$5,642.75	\$5,953.09	\$6,250.74	\$6,563.28	52A17	10	P	9043	F	N
\$10,412	\$10,985	\$11,589	\$12,226	\$12,898	\$13,543	\$14,220						

*provided for informational purposes only

Classification Title: Nursing Services Unit 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*	BU	FLSA Code*
\$65.146	\$68.729	\$72.509	\$76.497	\$80.704	\$84.739	\$88.976						
\$5,211.70	\$5,498.33	\$5,800.72	\$6,119.74	\$6,456.31	\$6,779.12	\$7,118.08	52A92	10	P	9043	X	E
\$11,292	\$11,913	\$12,568	\$13,259	\$13,989	\$14,688	\$15,423						

*provided for informational 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*	BU	FLSA Code*
\$71.491	\$75.422	\$79.570	\$83.946	\$88.563	\$92.991	\$97.641						
\$5,719.25	\$6,033.79	\$6,365.63	\$6,715.72	\$7,085.06	\$7,439.31	\$7,811.28	52A88	10	P	9043	X	E
\$12,392	\$13,073	\$13,792	\$14,551	\$15,351	\$16,119	\$16,924						

*provided for informational purposes only

Classification Title: Director of Surgical Services												
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*	BU	FLSA Code*
\$71.864	\$75.816	\$79.986	\$84.385	\$89.026	\$93.477	\$98.151						
\$5,749.12	\$6,065.30	\$6,398.88	\$6,750.80	\$7,122.07	\$7,478.17	\$7,852.08	52A96	09	P	9043	X	E
\$12,456	\$13,141	\$13,864	\$14,627	\$15,431	\$16,203	\$17,013						

*provided for informational 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*	BU	FLSA Code*
\$52.321	\$55.198	\$58.234	\$61.437	\$64.815	\$68.056	\$71.459						
\$4,185.66	\$4,415.85	\$4,658.71	\$4,914.93	\$5,185.23	\$5,444.50	\$5,716.72	14M31	10	P	9043	X	E
\$9,069	\$9,568	\$10,094	\$10,649	\$11,235	\$11,796	\$12,386						

*provided for informational purposes only

Classification Title: Utilization Management Coordinator							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						
\$54.235	\$57.218	\$60.365	\$63.685	\$67.187	\$70.547	\$74.074	52A34	07	P	9043	X	E
\$4,338.83	\$4,577.45	\$4,829.20	\$5,094.79	\$5,374.98	\$5,643.73	\$5,925.92						
\$9,401	\$9,918	\$10,463	\$11,039	\$11,646	\$12,228	\$12,839						

*provided for informational purposes only

Classification Title: Administrative Nurse/House Supervisor							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						
\$63.377	\$66.862	\$70.539	\$74.419	\$78.512	\$82.437	\$86.559	52A89	10	P	9043	X	E
\$5,070.13	\$5,348.97	\$5,643.15	\$5,953.50	\$6,280.93	\$6,594.97	\$6,924.72						
\$10,985	\$11,589	\$12,227	\$12,899	\$13,609	\$14,289	\$15,004						

*provided for informational purposes only

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	\$116.044	\$122.427	\$129.160	\$136.263	\$143.076	\$150.230						
\$8,799.61	\$9,283.56	\$9,794.13	\$10,332.77	\$10,901.04	\$11,446.10	\$12,018.40	12C28	01	OA	9043	Y	E
\$19,066	\$20,114	\$21,221	\$22,388	\$23,619	\$24,800	\$26,040						

*provided for informational purposes only

Classification Title: Supervising Public Health Nurse							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						
\$45.395	\$47.892	\$50.526	\$53.304	\$56.236	\$59.048	\$62.000	52E80	10	P	9410	F	E
\$3,631.60	\$3,831.33	\$4,042.04	\$4,264.34	\$4,498.87	\$4,723.81	\$4,960.00						
\$7,868	\$8,301	\$8,758	\$9,239	\$9,748	\$10,235	\$10,747						

*provided for informational purposes only

Classification Title: Director of Public Health Nursing												
Hourly, Bi-Weekly and Monthly Pay Rates							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
\$55.058	\$58.086	\$61.280	\$64.650	\$68.206	\$71.616	\$75.197	52E20	2	OA	9410	X	E
\$4,404.61	\$4,646.85	\$4,902.41	\$5,172.03	\$5,456.47	\$5,729.30	\$6,015.76						
\$9,543	\$10,068	\$10,622	\$11,206	\$11,822	\$12,413	\$13,034						

*provided for informational purposes only

- c) The County Administrative Office is authorized to incorporate the approved changes in the Natividad FY 18-19 Adopted Budget; and
- d) The Monterey County Human Resources Department is directed to implement the changes in the Advantage HRM System.

PASSED AND ADOPTED on this 11th day of September 2018, by the following vote, to wit:

AYES: Supervisors Alejo, Salinas, Phillips and Adams

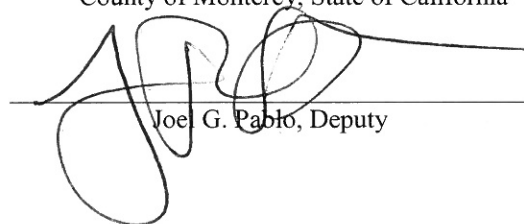
NOES: None

ABSENT: Supervisor Parker

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 81 for the meeting September 11, 2018.

Dated: September 13, 2018
File ID: 18-838

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


Joel G. Pablo, Deputy