



Legislation Details (With Board Report)

File #: RES 20-088 **Name:** Adjust Salary for Nursing Assistant
Type: BoS Resolution **Status:** Passed - Natividad Medical Center
File created: 6/3/2020 **In control:** Board of Supervisors
On agenda: 6/30/2020 **Final action:** 6/30/2020

Title: Adopt 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 effective June 20, 2020, as indicated in the attached resolution; and
b. Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. 06.23.2020 - RES - Adj Salary Range Nursing Assistant, 3. Item No. 8 Completed Board Order and Resolution

Date	Ver.	Action By	Action	Result
6/30/2020	1	Board of Supervisors		

Adopt 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 effective June 20, 2020, as indicated in the attached resolution; and
b. Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Adopt 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 effective June 20, 2020 as indicated in the attached resolution; and
- b) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

Natividad recommends that the salary range for the Nursing Assistant classification listed in the attached resolution be adjusted as indicated.

The proposed salary adjustment listed below is based on external wage comparisons of the benchmarked positions identified to most closely match the Nursing Assistant classification at Natividad, which includes comparable Counties with medical facilities.

<u>Class Code</u>	<u>Classification Title</u>	<u>Current Monthly Range</u>	<u>Proposed Monthly Range</u>
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50U20 Nursing Assistant \$3,079 - \$4,204 \$3,261 - \$4,454

The approval of these salary adjustments will support Natividad’s ongoing efforts to improve patient outcomes, as well as maintain the ability to recruit and retain qualified staff in these critical positions. The current range for Nursing Assistant is 5.95% below the average salary paid by comparable counties with hospital facilities. Therefore, it is recommended that the Board approve these actions.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The annualized increase to the Natividad Budget (Unit 9600) is approximately \$365,731, which will be absorbed in the Natividad Budget (Unit 9600) for FY 2020-21.

This action has no impact on the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Approval of these salary adjustments will allow Natividad Medical Center to recruit and/or retain highly qualified staff to provide essential services to patients in the respective departments within the hospital, which equates to improved healthcare and equitable health opportunities for patients and the community.

- Economic Development
- Administration
- Health and Human Services
- Infrastructure
- Public Safety

Prepared by: Janine Bouyea, Acting Assistant Administrator, 783-2701

Approved by: Gary Gray, D.O., Chief Executive Officer, 783-2553

Attachment:
Resolution