



Legislation Details (With Board Report)

**File #:** RES 23-088      **Name:** Adjust Salary Range of Hospital Chief Nursing Officer

**Type:** BoS Resolution      **Status:** Passed

**File created:** 5/28/2023      **In control:** Board of Supervisors

**On agenda:** 7/11/2023      **Final action:** 7/11/2023

**Title:** Adopt Resolution to:  
a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Hospital Chief Nursing Officer classification as indicated in Attachment A; and  
b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Report, 2. Resolution, 3. Attachment A, 4. Completed Board Order Item No. 20.1, 5. Completed Resolution Item No. 20.1, 6. REVISED Completed Resolution Item No. 20.1

Date	Ver.	Action By	Action	Result
7/11/2023	1	Board of Supervisors		

Adopt Resolution to:  
a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Hospital Chief Nursing Officer classification as indicated in Attachment A; and  
b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a Resolution to:

a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Hospital Chief Nursing Officer classification as indicated in Attachment A; and  
b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

SUMMARY/DISCUSSION:

A base wage compensation study of the nursing manager classifications was requested by Natividad Medical Center (NMC) administrative staff. The reasons cited for the request were recruitment difficulties and to check for salary alignment with the hospital comparable agencies identified in the County’s Compensation Philosophy approved in December 2021.

The base wage analysis of the County’s hospital comparable agencies found that based on the duties performed, the nursing manager classifications were approximately 5% below the salary mean of the comparable agency’s classifications. NMC performed a wage review for the Hospital Chief Nursing Officer classification using the hospital comparable agencies and looking internally for comparable position matches. It was determined that there was insufficient data available as there were no matches made at any of the six hospital comparable agencies (Alameda Highland Hospital, Contra Costa Medical Center, Hazel Hawkins Hospital, Salinas Valley

Health, San Mateo Medical Center, and Santa Clara Valley Medical Center) and no internal classifications that were comparable. Based upon past practice, it is recommended that the salary range of the Hospital Chief Nursing Officer be adjusted by 5% to maintain the spread between this classification and the subordinate nursing manager classifications.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department concurs with the recommendations. County Employee Management Association (CEMA) has been notified of the recommendations.

FINANCING:

The salary and benefits increased costs for the current position (1.0 FTE filled) budgeted for the remainder of Fiscal Year 2022-23 is approximately \$1,281 or \$16,647 annually. The funding for personnel costs is provided by NMC's enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

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

Prepared by: Jennifer Lusk, Senior Personnel Analyst, (831) 783-2764

Approved by: Janine Bouyea, Hospital Assistant Administrator, (831) 783-2701

Dr. Charles Harris, Hospital Chief Executive Officer, (831) 783-2553

Attachments:  
Attachment A  
Resolution