



# County of Monterey

Board of Supervisors  
Chambers  
168 W. Alisal St., 1st Floor  
Salinas, CA 93901

## Board Report

**File #:** RES 22-091, **Version:** 1

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, as indicated in the attached resolution; and
- b. Direct the 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, as indicated in the attached resolution; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

**SUMMARY/DISCUSSION:**

Natividad administration staff requested a compensation study in honor of negotiations between the Monterey County Labor Relations team and SEIU Local 521 to conduct a study upon approval of an updated compensation philosophy for the Nursing Assistant classification. The Natividad HR Department conducted a wage study with the updated comparable agencies and recommends that the salary range for the Nursing Assistant classification be increased as follows based on labor market findings:

| Class Title       | Current Salary Range (Monthly) | Proposed Salary Range (Monthly) |
|-------------------|--------------------------------|---------------------------------|
| Nursing Assistant | \$3,426 - \$4,679              | \$3,796 - \$5,185               |

The Nursing Assistant classification is responsible for performing a variety of non-professional tasks in providing direct bedside care to patients as needed within all inpatient units at Natividad.

The wage study is now complete and confirmed that the classification series of Nursing Assistant is paid 10.80% below the survey mean.

| Classification Title: Nursing Assistant |            |            |            |            |            |            | Class Code | WG * | EEO Cat | W/C* | BU | FLSA Code |
|---|------------|------------|------------|------------|------------|------------|------------|------|---------|------|----|-----------|
| Step 1                                  | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     |            |      |         |      |    |           |
| \$21.901                                | \$23.105   | \$24.376   | \$25.717   | \$27.131   | \$28.488   | \$29.912   | 50U20      | 20   | SM      | 9043 | H  | N         |
| \$1,752.07                              | \$1,848.43 | \$1,950.09 | \$2,057.34 | \$2,170.49 | \$2,279.01 | \$2,392.96 |            |      |         |      |    |           |
| \$3,796                                 | \$4,005    | \$4,225    | \$4,458    | \$4,703    | \$4,938    | \$5,185    |            |      |         |      |    |           |

\*provided for informational purposes only

It is therefore recommended the Board of Supervisors approve the proposed action to adjust the salary range of the Nursing Assistant classification to ensure that qualified applicants are recruited and retained for these positions that are utilized within various departments of Natividad.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department and SEIU Local 521 have reviewed and concur with the recommendations.

FINANCING:

There is a salary increase of approximately \$80,405 as a result of these actions for Natividad Medical Center (Unit 9600) FY 2021-22 Adopted Budget. 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

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Attachments:  
Resolution