



County of Monterey

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

Board Report

File #: RES 23-103, **Version:** 1

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary range of the Administrative Nurse House Supervisor 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 and Appendix A to adjust the salary range of the Administrative Nurse House Supervisor 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:

The County and the County Employee Management Association (CEMA), which represents management employees in Unit X, reached a tentative Agreement in December 2022. Parties agreed on the language contained in Article 7.2 Wages Exception- Natividad Only with the intent to review possible compaction between the Staff Nurse classification series and six (6) management classifications in Natividad Medical Center (NMC) caused by base wage increases negotiated by the California Nurses Association (CNA). Among the listed management classifications which Article 7.2 Wages Exception- Natividad Only applies to is the Administrative Nurse House Supervisor classification.

As a result of discussions between County representatives and CEMA representatives it was determined that the classification of Administrative Nurse House Supervisor should receive a base wage increase of 2.5% to maintain the existing spread between this classification and the Staff Nurse classification series.

Therefore, it is recommended that the Board of Supervisors approve the amendment of the Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary range of the Administrative Nurse House Supervisor as indicated in Attachment A and authorize the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department concurs with the recommendations. CEMA has been notified of the recommendations.

FINANCING:

The salary and benefits increased costs for the current positions (5.0 FTE filled, 1.0 FTE underfilled, 0 FTE vacant) budgeted for the Fiscal Year 2023-24 is \$22,051 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