



# County of Monterey

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

## Board Report

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**File #:** 16-1060, **Version:** 1

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Adopt Resolution to:

- a. Amend the Personnel Policies and Practices Resolution No. 98-394 to Adjust the Salary Ranges for the Classifications of: 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 and Supervising Public Health Nurse;
- b. Authorize the County Administrative Office to Incorporate the Approved Changes in the Natividad Medical Center and the Monterey County Health Department FY 2016-17 Adopted Budgets; and
- c. Direct the Human Resources Department to Implement the Changes in the Advantage HRM System.

### RECOMMENDATION:

It is recommended that the Board of Supervisors take the following action:

- a. Amend the Personnel Policies and Practices Resolution No. 98-394 to Adjust the Salary Ranges for the Classifications of: 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 and Supervising Public Health Nurse;
- b. Authorize the County Administrative Office to Incorporate the Approved Changes in the Natividad Medical Center and the Monterey County Health Department FY 2016-17 Adopted Budgets; and
- c. Direct the Human Resources Department to Implement the Changes in the Advantage HRM System.

### SUMMARY:

Natividad Medical Center and the Monterey County Health Department recommend that the salary ranges for the nursing supervisor/manager classifications listed in the attached resolution be adjusted. This recommendation addresses a compaction issue between these supervisory/management nursing classifications and their subordinate nursing classifications that occurred upon implementation of salary increases that the subordinate nursing classifications received as a result of labor negotiations with the Monterey County Registered Nurses Association (MCRNA).

### DISCUSSION:

In order to promote efforts to recruit and retain qualified nursing supervisors and managers in the hospital, primary care clinics, and public health, Natividad Medical Center and the Monterey County Health Department recommend salary adjustments for supervisor and manager level nursing classifications. This recommendation addresses a compaction issue between non-represented management nursing classifications and supervisory nursing classifications (represented by SEIU-Local 521 - Unit F) listed in this report and in the attached resolution, and their respective subordinate nursing classifications (represented by MCRNA - Unit S). The present compaction issue occurred upon implementation of salary increases the subordinate nursing classifications received as a result of labor negotiations with MCRNA - Unit S.

Over the last MOU term, MCRNA - Unit S nurses received a total base salary increase of 6%, while unrepresented nursing managers and SEIU-Local 521 - Unit F nursing supervisors received a total base salary increase of 1.5%. This results in a disincentive for nurses to seek promotional opportunities or to continue in nurse supervising and managing positions because the differential for taking on supervisory responsibilities is negligible. The proposed recommendations listed in the attached resolution strive to provide a fair incentive for nursing professionals to seek and continue to serve in nursing supervisor and manager positions by providing an increase of 4.5% to the salary ranges for nursing supervisor and manager classifications.

These salary adjustments support Natividad Medical Center and the Monterey County Health Department in their ongoing efforts to recruit and retain qualified nursing supervisors and managers in the hospital, primary care clinics, and public health. Therefore, it is recommended that the Board approve this action.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The annualized increase to the Natividad Medical Center Budget (Unit 9600) is approximately \$279,460, which will be absorbed in the NMC Budget (Unit 9600) for FY 2016-17 and included in the NMC Budget (Unit 9600) for future years. This action has no impact on the General Fund.

The 2016-2017 estimated increased current fiscal year cost of \$22,650 will be covered within the Health Departments existing appropriations (\$16,150 in 4000-HEA003 Unit 8424; and \$6,500 in 4000-HEA004 Unit 8121) and is included in the 2016-2017 Adopted Budget.

The annualized increase in future years will be included in the Requested Budget in the appropriate budget units. There is no impact on General Fund.

Prepared by:

Approved by:

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Janine Bouyea  
NMC Human Resources Administrator

Gary R. Gray, D.O.  
NMC Chief Executive Officer

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Cindy Berry  
Health HR Manager  
Monterey County Health Department

Elsa Jimenez  
Director of Health  
Monterey County Health Department

Attachment: Resolution