



# County of Monterey

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

## Legislation Details (With Board Report)

**File #:** 15-0969 **Name:** RN / Supv-Mgr Compaction  
**Type:** General Agenda Item **Status:** Passed  
**File created:** 8/28/2015 **In control:** Board of Supervisors  
**On agenda:** 9/15/2015 **Final action:** 9/15/2015  
**Title:** Adopt a 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, and Supervising Public Health Nurse, effective the current pay period that began on September 5, 2015;  
b. Authorize the Auditor Controller to Incorporate the Approved Changes in the Natividad Medical Center and the Monterey County Health Department FY 2015-16 Adopted Budgets; and  
c. Direct the Human Resources Department to Implement the Changes in the Advantage HRM System.

### Sponsors:

### Indexes:

### Code sections:

**Attachments:** 1. Board Report, 2. RN / Supv-Mgr Compaction.pdf, 3. Completed Board Order, 4. Completed Board Order and Resolution

Date	Ver.	Action By	Action	Result
9/15/2015	1	Board of Supervisors	approved	Pass

### Adopt a Resolution to:

- 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, and Supervising Public Health Nurse, effective the current pay period that began on September 5, 2015;
- Authorize the Auditor Controller to Incorporate the Approved Changes in the Natividad Medical Center and the Monterey County Health Department FY 2015-16 Adopted Budgets; and
- 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:

- 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, and Supervising Public Health Nurse, effective the current pay period that began on September 5, 2015;
- Authorize the Auditor Controller to Incorporate the Approved Changes in the Natividad Medical Center

- and the Monterey County Health Department FY 2015-16 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 above be adjusted. This recommendation addresses a continuing compaction issue between these supervisory/managerial 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 continuing compaction issue between management nursing classifications and supervisory nursing classifications (represented by SEIU-Local 521 - Unit F) listed in this report, and the following subordinate nursing classifications (represented by MCRNA - Unit S): Case Management Nurse, Clinic Nurse, Senior Clinic Nurse, Staff Nurse I, Staff Nurse II, Staff Nurse III, Public Health Nurse I, Public Health Nurse II, and Public Health Nurse III. 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 8.4% (excluding 3.5% PERS swap and Educational Leave elimination), while unrepresented nursing managers and SEIU-Local 521 - Unit F nursing supervisors received a total base salary increase of 5% (excluding 3.5% PERS swap). The proposed recommendations listed below include an increase to the salary ranges for nursing supervisor and manager classifications to equal the total base salary increase their subordinate classifications received, in order to address the compaction issue that already exists and not create further compaction between these classifications in the Nursing series.

<u>Classification</u>	<u>Class Code</u>	<u>Current Monthly Salary</u>	<u>Proposed Monthly Salary</u>
Supervising Clinic Nurse	52A83	\$7,183-\$9,805	\$7,427-\$10,138
Supervising Nurse I	52A16	\$8,276-\$11,298	\$8,558-\$11,682
Supervising Nurse II	52A17	\$8,690-\$11,863	\$8,986-\$12,266
Nsg. Svcs. Unit Manager	52A92	\$9,425-\$12,865	\$9,745-\$13,303
Nsg. Svcs. Division Mgr.	52A88	\$10,343-\$14,118	\$10,694-\$14,598
Director of Surgical Svcs.	52A96	\$10,397-\$14,192	\$10,750-\$14,675
Hosp. Dir. of Nursing Ed.	14M31	\$7,569-\$10,333	\$7,827-\$10,684
Utilization Mgmt. Coord.	52A34	\$7,847-\$10,711	\$8,113-\$11,075
Admin. Nurse/House Supv.	52A89	\$9,178-\$12,528	\$9,481-\$12,942
Supv. Public Health Nurse	52E80	\$6,568-\$8,965	\$6,791-\$9,270

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. SEIU-Local 521 (representing Unit F - Supervisory Unit) concurs with this recommendation.

**FINANCING:**

The annualized increase to the Natividad Medical Center Budget (Unit 9600) is approximately \$135,011, which will be absorbed in the NMC Budget (Unit 9600) for FY 2015-16. This action has no impact on the General Fund.

The annualized increase to the Monterey County Health Department Budget 4000, Fund 001, Appropriation Unit HEA003, Unit 8124 is approximately \$22,100 and the Department will need funding from Health Realignment Fund 025, Appropriation Unit HEA013, Unit 8424 to cover this annualized increase. There are sufficient appropriations and revenues for the annualized increase of \$8,850 in Health Department Budget 4000, Fund 001, Appropriation Unit HEA004, Unit 8121.

Prepared by:

Approved by:

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Janine Bouyea  
NMC Human Resources Administrator

Gary Gray, DO  
NMC Interim Chief Executive Officer

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Cindy Berry  
Departmental HR Manager  
Monterey County Health Department

Ray Bullick  
Director of Health Services  
Monterey County Health Department

Attachment: Resolution