



# County of Monterey

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

## Legislation Details (With Board Report)

<b>File #:</b>	18-838	<b>Name:</b>	Adjust Salary Ranges - RN Supv/Mgmt at Natividad
<b>Type:</b>	General Agenda Item	<b>Status:</b>	Consent Agenda
<b>File created:</b>	8/17/2018	<b>In control:</b>	Board of Supervisors
<b>On agenda:</b>	9/11/2018	<b>Final action:</b>	
<b>Title:</b>	Adopt Resolution to: a. Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the following classifications: 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, Supervising Public Health Nurse, and Director of Public Health Nursing effective September 15, 2018 as indicated in the attached resolution; b. Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the following classifications: 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, Supervising Public Health Nurse, and Director of Public Health Nursing effective January 12, 2019 as indicated in the attached resolution; c. Authorize the County Administrative Office to incorporate the approved changes in the Natividad FY 18-19 Adopted Budget; and d. Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.		
<b>Sponsors:</b>			
<b>Indexes:</b>			
<b>Code sections:</b>			
<b>Attachments:</b>	1. Board Report, 2. FINAL 09.11.18 RES - Adj Salary Ranges RN Supv-Mgr - w.HD.pdf, 3. 23. Completed Board Order and Resolution		

Date	Ver.	Action By	Action	Result
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### Adopt Resolution to:

- Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the following classifications: 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, Supervising Public Health Nurse, and Director of Public Health Nursing effective September 15, 2018 as indicated in the attached resolution;
- Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the following classifications: 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, Supervising Public Health Nurse, and Director of Public Health Nursing effective January 12, 2019 as indicated in the attached resolution;
- Authorize the County Administrative Office to incorporate the approved changes in the Natividad FY 18-19

Adopted Budget; and

d. Direct the Monterey County 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) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the following classifications: 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, Supervising Public Health Nurse, and Director of Public Health Nursing effective September 15, 2018 as indicated in the attached resolution;
- b) Approve and amend Personnel Policies and Practices Resolution No. 98-394 and Appendices A and B to adjust the salary ranges for the following classifications: 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, Supervising Public Health Nurse, and Director of Public Health Nursing effective January 12, 2019 as indicated in the attached resolution;
- c) Authorize the County Administrative Office to incorporate the approved changes in the Natividad FY 18-19 Adopted Budget; and
- d) Direct the Monterey County Human Resources Department to implement the changes in the Advantage HRM System.

**SUMMARY:**

Natividad and the Monterey County Health Department recommend that the salary ranges for the nursing supervisor/manager classifications listed in the attached resolution be adjusted as indicated. These recommendations address a continuing compaction issue between supervisory/management nursing classifications and their subordinate nursing classifications that occurs upon implementation of salary increases that the subordinate nursing classifications receive 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 and primary care clinics, Natividad and the Monterey County Health Department recommend salary adjustments for supervisor and manager level nursing classifications. This recommendation addresses a continuing compaction issue between non-represented management nursing classifications and supervisory nursing classification (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 issues occur upon implementation of the salary increases that the subordinate nursing classifications receive as a result of labor negotiations with MCRNA - Unit S.

Over the current MOU term, MCRNA - Unit S nurses will receive a total base salary increase of 9% through June 30, 2019, while unrepresented nursing managers and SEIU-Local 521 - Unit F nursing supervisors are due

to receive a total base salary increase of 5.5%. The proposed recommendations listed in the attached resolution include an increase of 1.5% effective September 15, 2018 and then 2% effective January 12, 2019 to the salary ranges for nursing supervisor and manager classifications, which equals the total base salary increase their subordinate classifications received. This action will address the compaction issue that already exists and maintain current spreads, while not creating further compaction, between classifications within the Nursing series.

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

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The estimated annualized increase to the Natividad Budget (Unit 9600) is approximately \$79,532, which will be absorbed in the Natividad Budget (Unit 9600) for FY 2018-19, and be included in the budget for future years. This action, as it relates to Natividad, has no impact on the General Fund.

The 2018-2019 estimated increased current fiscal year cost of \$19,830 will be covered within the Health Department's existing appropriations (\$15,958 in 4000-HEA003 Unit 8424; and \$3,872 in 4000-HEA004 Unit 8121) and is included in the 2018-2019 Adopted Budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Approval of these salary adjustments will allow Natividad Medical Center to recruit and retain highly qualified staff, in order to provide quality patient care, which equates to improved healthcare and equitable health opportunities for patients and the community.

Economic Development

☐ Administration

☒ Health and Human Services

☐ Infrastructure

☐ Public Safety

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Monterey County Health Department

Attachment: Resolution