



Mendocino County

Legislation Text

File #: 18-2294, **Version:** 1

To: Board of Supervisors

From: Human Resources

Meeting Date: December 4, 2018

Department Contact: Heidi Dunham

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Department Contact: Denise Bartolomei

Phone: 234-6600

Item Type: Consent Agenda

Time Allocated for Item: N/A

Agenda Title:

Adoption of Resolution Authorizing Salary Grade Adjustments as Follows: Deputy Director Public Health Nursing from Salary Grade MA41 to MN44; Adoption of Senior Program Manager - Nursing Salary Grade MA43

Recommended Action/Motion:

Adopt Resolution authorizing salary grade adjustments as follows: Deputy Director Public Health Nursing from salary grade MA41 to MN44; adopt Senior Program Manager - Nursing salary grade MA43; and authorize chair to sign same.

Previous Board/Board Committee Actions:

On June 19, 2018, The Board of Supervisors adopted Master Position Allocation Table for FY 2018-2019 Budget, Resolution No. 18-086.

Summary of Request:

The Human Resources Department is charged, as part of the overall maintenance of the classification and compensation plan, to evaluate current classifications, create new classifications (including appropriate salary levels), reclassify positions, examine request for salary grade adjustments, analyze allocations, and make recommendations for additions, modifications, and corrections.

The Board of Supervisors approved a salary grade adjustment at its March 13, 2018 meeting for nursing classifications, but did not include the Deputy Director Public Health Nursing or the Senior Program Managers requiring nursing license. These salary adjustments created a salary disparity between the Nursing classifications and the Deputy Director Public Health Nursing and Senior Program Manager of Nursing, which both require a Registered Nurse License (RN) and a Public Health Nurse (PHN) Certificate. The above proposed salary grade adjustments correct the salary disparity of the positions used in Public Health Nursing requiring RN & PHN.

The County has fulfilled its obligation with the affected bargaining unit. The fiscal impacts below reflect step 5 of the approximate wages and the cost of benefits. Costs associated with the action to the Health and Human Services Agency are not General Fund and are allocated through federal, state and realignment funds.

Alternative Action/Motion:

Do not adopt resolution and provide additional direction to staff

Supplemental Information Available Online at: N/A

Fiscal Impact:

Source of Funding: Federal, State Realignment - **Budgeted in Current F/Y:** No
BU 4013, 4080

Current F/Y Cost: \$302,226 (\$53,550 Increase) **Annual Recurring Cost:** \$523,858
(\$92,820 Increase)

Supervisory District: All

Vote Requirement: Majority

Agreement/Resolution/Ordinance Approved by County Counsel: Yes

CEO Liaison: Janelle Rau, Deputy CEO

CEO Review: Yes

CEO Comments:



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Executed By: Meribeth Dermond

Final Status: Adopted

Date: **DECEMBER 5, 2018**

Executed Item Number: Resolution Item Number: 18-181