



Mendocino County

Legislation Text

File #: 19-0036, **Version:** 1

To: Board of Supervisors

From: Human Resources

Meeting Date: January 22, 2019

Department Contact: Heidi Dunham

Phone: 234-6600

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: Adoption of Program Administrator - Nursing Salary Grade S40B

Recommended Action/Motion:

Adopt Resolution authorizing salary grade adjustments as follows: Adopt Program Administrator - Nursing salary grade S36C to S40B; 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 and December 4, 2018 meeting for nursing classifications that require a Registered Nurse (RN) License and Public Health Nurse (PHN) Certificate. It has come to the attention of Human Resources that one Program Administrator position within the Health and Human Services Agency requires both a Registered Nurse License (RN) and a Public Health Nurse (PHN) Certificate. The above proposed salary grade adjustment corrects the salary disparity of the position 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 - BU
4080

Current F/Y Cost: \$58,045 (\$10,038 increase)

Budgeted in Current F/Y: No

Annual Recurring Cost: \$137,197 (\$23,727
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:



FOR COB USE ONLY

Executed By: Meribeth Dermond, Deputy Clerk II

Date: January 23, 2019

Final Status: **Adopted**

Executed Item Number: **Resolution** Item
Number: 19-015