



HUMAN RESOURCES DEPARTMENT

LAURA S. ARMOR
Director

January 27, 2009

Board of Supervisors
County of Marin
3501 Civic Center Drive
San Rafael, CA 94903

SUBJECT: Salary adjustments for supervising nursing classifications represented by the Marin County Management Employees' Association (MCMEA).

Dear Board Members:

RECOMMENDATION: It is recommended by the Director of Human Resources that your Board approve the following, effective February 8, 2009:

1. Approve a salary adjustment of 7.7% for the classification of Supervising Registered Nurse (0999) resulting in the following salary range:

Base Salary	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly Rate	\$41.51	\$43.59	\$45.77	\$48.06	\$50.46
Bi-Weekly Salary	\$3,321	\$3,487	\$3,662	\$3,845	\$4,037
Monthly Salary	\$7,195	\$7,556	\$7,933	\$8,330	\$8,746
Annual Salary	\$86,341	\$90,667	\$95,202	\$99,965	\$104,957

2. Approve a salary adjustment of 10.0% for the classification of Supervising Registered Nurse – Bilingual (0998) resulting in the following salary range:

Base Salary	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly Rate	\$44.25	\$46.46	\$48.78	\$51.22	\$53.78
Bi-Weekly Salary	\$3,540	\$3,717	\$3,902	\$4,098	\$4,302
Monthly Salary	\$7,670	\$8,053	\$8,455	\$8,878	\$9,322
Annual Salary	\$92,040	\$96,637	\$101,462	\$106,538	\$111,862

3. Approve a salary adjustment of 8.5% for the classification of Supervising Certified Nurse Midwife (1476) resulting in the following salary range:

Base Salary	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly Rate	\$50.25	\$52.76	\$55.40	\$58.17	\$61.08
Bi-Weekly Salary	\$4,020	\$4,221	\$4,432	\$4,654	\$4,886
Monthly Salary	\$8,710	\$9,145	\$9,603	\$10,083	\$10,587
Annual Salary	\$104,520	\$109,741	\$115,232	\$120,994	\$127,046

4. Approve a salary adjustment of 8.5% for the classification of Supervising Certified Nurse Midwife – Bilingual (1477) resulting in the following salary range:

Base Salary	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly Rate	\$53.51	\$56.19	\$59.00	\$61.95	\$65.05
Bi-Weekly Salary	\$4,281	\$4,495	\$4,720	\$4,956	\$5,204
Monthly Salary	\$9,275	\$9,740	\$10,227	\$10,738	\$11,275
Annual Salary	\$111,301	\$116,875	\$122,720	\$128,856	\$135,304

5. Approve a salary adjustment of 2.9% for the classification of Detention Nursing Supervisor (1466) resulting in the following salary range:

Base Salary	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly Rate	\$42.90	\$45.05	\$47.30	\$49.66	\$52.14
Bi-Weekly Salary	\$3,432	\$3,604	\$3,784	\$3,973	\$4,171
Monthly Salary	\$7,436	\$7,809	\$8,199	\$8,608	\$9,038
Annual Salary	\$89,232	\$93,704	\$98,384	\$103,293	\$108,451

6. Approve a salary adjustment of 1.0% for the classification of Supervising Nurse Practitioner (1470) resulting in the following salary range:

Base Salary	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly Rate	\$47.87	\$50.26	\$52.77	\$55.41	\$58.18
Bi-Weekly Salary	\$3,830	\$4,021	\$4,222	\$4,433	\$4,654
Monthly Salary	\$8,297	\$8,712	\$9,147	\$9,604	\$10,085
Annual Salary	\$99,570	\$104,541	\$109,762	\$115,253	\$121,014

7. Approve a salary adjustment of 1.4% for the classification of Supervising Mental Health Nurse/Unit Supervisor (1448) resulting in the following salary range:

Base Salary	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly Rate	\$42.07	\$44.17	\$46.38	\$48.70	\$51.14
Bi-Weekly Salary	\$3,366	\$3,534	\$3,710	\$3,896	\$4,091
Monthly Salary	\$7,292	\$7,656	\$8,039	\$8,441	\$8,864
Annual Salary	\$87,506	\$91,874	\$96,470	\$101,296	\$106,371

8. Approve a salary adjustment of 0.3% for the classification of Supervising Public Health Nurse (1003) resulting in the following salary range:

Base Salary	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly Rate	\$42.67	\$44.80	\$47.04	\$49.39	\$51.86
Bi-Weekly Salary	\$3,414	\$3,584	\$3,763	\$3,951	\$4,149
Monthly Salary	\$7,396	\$7,765	\$8,154	\$8,561	\$8,989
Annual Salary	\$88,754	\$93,184	\$97,843	\$102,731	\$107,869

SUMMARY: In December of 2008, the SEIU 1021 – Nurses bargaining unit and the County reached agreement on and implemented salary adjustments for represented job classes to remain competitive in the labor market and to address recruitment and retention of nurses in the County. Human Resources has identified related supervising nursing classifications represented by the Marin County Management Employees' Association (MCMEA) that have fallen below the minimum 7% supervisory separation agreed upon in the MCMEA Memorandum of Understanding. The above recommended salary adjustments are intended to address this salary compaction of less than 7%.

FISCAL IMPACT: The cost including benefits for the remainder of the fiscal year for the pay period beginning February 8, 2009 is \$11,663 for the eight allocated positions. The total annual cost including benefits is \$33,692. Contractual equity monies are available to offset these costs (MCMEA MOU 9/9/2007 – 6/30/2010).

REVIEWED BY:	()	Auditor Controller	(X)	N/A
	()	County Counsel	(X)	N/A
	(X)	Human Resources	()	N/A

Respectfully submitted,

Laura S. Armor
Director of Human Resources

cc: Art Brook, President, Marin County Management Employees' Association
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