

DEPARTMENT: County Counsel/Personnel By: Jeffrey G. Green PHONE: 209/966-3222

RECOMMENDED ACTION AND JUSTIFICATION: (Policy Item: Yes () No(X))

Adopt this resolution amending the Extra-Help Specialized Classes hourly rates for the positions of Licensed Vocational Nurse, Registered Nurse, Public Health Nurse and Nurse Practitioner to reflect the following increases:

<u>Position</u>	<u>Current Rate</u>	<u>New Rate</u>
Licensed Vocational Nurse	\$10.00	\$13.00
Registered Nurse	\$15.00	\$20.00
Public Health Nurse	\$20.00	\$22.50
Nurse Practitioner	\$20.00	\$25.00

Since the inception of the centralized Personnel Office in 1991, recruitment for the above extra-help classifications has become increasingly difficult. Extensive advertising, when tried, proved both expensive and fruitless. There has been no increase in our current rates during this time period while the hourly rates for these positions in adjacent employment market areas such as John C. Fremont Hospital, or Madera, Merced and Tuolumne Counties have become substantially higher.

The availability of competent, trained nursing staff is critical to the successful operation of the various programs offered by our Public Health Department. It is believed that by increasing the hourly rates as proposed above, we will become competitive and be able to attract and retain qualified nurses to maintain the highest level of excellence in the services which we provide to the citizens of our County.

Funds are available within the Public Health Department budget to offset the proposed increases in the hourly rates for the remainder of this fiscal year without creating an impact on the available number of nursing staff hours required for our Public Health programs.

BACKGROUND AND HISTORY OF BOARD ACTIONS: Salary rates and ranges have been established by the Board as required. The Board has made adjustments to these rates from time-to-time as required.

LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Do not approve this requested increase in hourly rates as detailed above. The Public Health Department will be severely hampered in its efforts to provide quality services to the citizens of Mariposa County.

COSTS: (X) Not Applicable

A. Budgeted current FY \$ _____

B. Total anticipated costs \$ _____

C. Required additional funding \$ _____

D. Internal transfers \$ _____

SOURCE: () 4/5ths Vote Required

A. Unanticipated revenues \$ _____

B. Reserve for contingencies \$ _____

C. Source description: _____

Balance in Reserve for Contingencies, _____

if approved: \$ _____

SPECIAL INSTRUCTIONS:

List the attachments and number the pages consecutively:

CLERK'S USE ONLY:

Res. No.: 98-158

Vote - Ayes: 5

Absent: _____

Approved

Minute Order Attached

Ord. No. _____

Noes: _____

Abstained: _____

Denied

No Action Necessary

The foregoing instrument is a correct copy of the original on file in this office.

Date: _____

ATTEST: MARGIE WILLIAMS, Clerk of the Board
County of Mariposa, State of California

By: Deputy

ADMINISTRATIVE OFFICER'S RECOMMENDATION:

This item on agenda as:

- Recommended
- Not Recommended
- For Policy Determination
- Submitted with Comment
- Returned for Further Action

Comment: _____

A.O. Initials: JK