



COUNTY OF HUMBOLDT

For the meeting of: 9/15/2020

File #: 20-1101

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

SUBJECT:

Adoption of the New Classification of Senior Psychiatric Nurse

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt the new job classification of Senior Psychiatric Nurse (class 0925, salary range 507) into the classification plan effective the pay period following Board approval; and
2. Adopt Resolution No. _____ (attached) approving the amendment to the Memorandum of Understanding between the County of Humboldt and the American Federation of State, County and Municipal Employees (AFSCME) local 1864.

SOURCE OF FUNDING:

N/A

DISCUSSION:

On August 21, 2018 your Board approved the Memorandum of Understanding (MOU) between the county and the American Federation of State, County and Municipal Employees (AFSCME) for the time period of October 1, 2017 through and inclusive of December 31, 2020.

Per the AFSCME MOU section 29.2.5.3, the county agreed to “Create a Senior Psychiatric Nurse classification to mirror the Public Health Nurse classification series”. The creation of this classification has not yet taken place.

Per the AFSCME MOU section 29.2.5.4, the county also agreed to the following, “There will be a 5% or 10 salary ranges difference between Psychiatric Nurse and Senior Psychiatric and 10% or 20 salary ranges between Senior Psychiatric Nurse and Supervising Psychiatric Nurse”. This will place the Senior Psychiatric Nurse classification in the 507 salary range with a monthly salary ranging from \$6,557.82 to \$8,415.16 as the Psychiatric Nurse currently is assigned to the 497 range and the Supervising Psychiatric Nurse is currently assigned to the 527 range.

FINANCIAL IMPACT:

There is no financial impact for adopting the new job classification of Senior Psychiatric Nurse. A financial impact will not be realized until Senior Psychiatric Nurse positions are allocated.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by investing in county employees .

OTHER AGENCY INVOLVEMENT:

Department of Health and Human Services
Koff & Associates

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board of Supervisors could choose not to approve the adoption of the recommended classification, however; per the MOU with AFSCME approved by your Board on August 21, 2018, the county agreed to create this classification and has yet to do so.

ATTACHMENTS:

1. Resolution No. _____
2. Copy of new Senior Psychiatric Nurse Job Classification

PREVIOUS ACTION/REFERRAL:

Board Order No.: C-19
Meeting of: August 21, 2018
File No.: 18-1105