



Human Resources Dept.

To: Honorable Mayor and Members of the City Council

From: Dee Williams-Ridley, City Manager

Submitted by: LaTanya Bellow, Director, Human Resources

Subject: Classification and Salary: Establish Mental Health Nurse Classification Series

RECOMMENDATION

Adopt a Resolution amending Resolution No. 68,626 -N.S. Classification and Salary Resolution for SEIU Local 1021 CSU & PTRLA to establish the classifications of Mental Health Nurse with a monthly salary range of \$9,348.02 - \$11,363; Senior Mental Health Nurse with a monthly salary range of \$9,815.87 - \$11,931.92; and amending Resolution No. 68,710–N.S. Classification and Salary Resolution for Public Employees Union Local to establish a Supervising Mental Health Nurse classification with a monthly salary range of \$10,307.24 - \$12,528.52 – effective January 21, 2020.

FISCAL IMPACTS OF RECOMMENDATION

The estimated increased cost (salary and benefits) of this proposal is approximately \$41,994.59. The Health, Housing, and Community Services Department will fund the increased cost from the Health Fund and the Mental Health State Aid Fund, budget codes 316-51-503-521-2007-000-451-511110 and 158-51-503-521-2007-000-451-511110.

CURRENT SITUATION AND ITS EFFECTS

The Acting Interim Director of the Health, Housing and Community Services (HHCS) requested that the Human Resources Department propose solutions to address the recruitment and retention challenges of the Registered Nurse classification in the Mental Health Division.

The City has had difficulties in recruiting and retaining Registered Nurses in Mental Health. The Registered Nurse Classification was established in October 1988 and was initially housed only in the Public Health Division. Subsequent to the creation of the Registered Nurse classification, the Mental Health Division has used Registered Nurses to serve the severely and persistently mentally ill patients of Berkeley and Albany. The Mental Health Division currently has three full-time, and two part-time Registered Nurse positions. An additional full-time nurse will be added in FY 2020 for the Homeless Outreach & Treatment Team.

The Human Resources Department recommends the creation of a Mental Health Nurse classification series in order to address recruitment and retention challenges, to align the

level of the position based on the current and future needs of the Health, Housing, and Community Services Department (HHCS). This is needed to ensure that the City remains competitive in the demanding labor market for this profession and continue providing essential health services to support one of the City Council's top priorities related to homelessness.

The City takes pride in having a Mental Health Division to provide the critical and competitive mental health services to an extremely vulnerable, sensitive, and at-risk population and employees in this classification are essential to provide these services. Mental Health Nurses are in high demand in both the private and public sector. The City must be able to recruit in an expeditious manner by streamlining the recruitment process and removing delays, which are sometimes caused by sharing the Registered Nurse list with the Public Health Division.

Staff completed a comprehensive review and analysis of the existing nursing classification series and conducted an updated salary survey for Registered Nurses with experience and training in mental health in the 8 surrounding Bay Area counties.

Currently, City Registered Nurses with experience and training in mental health and assigned to the Mental Health Division earn 24% below the market median of the 8 Bay Area counties. The nationwide and local shortage of Mental Health Nurses is problematic, and many public and private organizations are competing for a small pool. The proposal will align the salary to the current market base median.

The proposed classification series has been reviewed by Public Employees Union Local One and SEIU Local 1021 CSU & PTRLA and both unions concurred with the recommendations and salaries.

BACKGROUND

The Personnel Board discussed the proposal at its December 2, 2019 meeting and voted (Yes: Wenk, Kidd, Bartlow, Dixon, Frankel, Gilbert; Absent: Lacey) to recommend the following to City Council.

1. Establish the classifications of Mental Health Nurse, Senior Mental Health Nurse, and Supervising Mental Health Nurse effective January 21, 2020. The Mental Health Nurse and Senior Mental Health Nurse classifications will be non-exempt from the overtime provisions of the Fair Labor Standards act (FLSA). The Supervising Mental Health Nurse classification will be exempt from the overtime provisions of the Fair Labor Standards act (FLSA) and eligible for Administrative Leave. The Mental Health Nurse and Senior Mental Health Nurse classifications will be represented by SEIU Local 1021 CSU with monthly salaries ranges of \$9,348.02 \$9,815.42 \$10,306.19 \$10,821.50 \$11,363.00 and \$9,815.87 \$10,306.66 \$10,821.99 \$11,363.09 \$11,931.92 respectively. The Supervising Mental Health Nurse will be represented by Local 1, with a monthly salary range of \$10,307.24 \$10,822.6 \$11,363.73 \$11,931.92 \$12,528.52

ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental effects or opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

It has been the policy of the City to maintain and revise the classification and salary schedule on a regular basis to accommodate assignment of new duties and responsibilities, reflect programmatic changes, maintain competitive salaries and, when applicable, comply with regulatory requirements.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

Jeffrey F. Johns, Supervising Psychiatrist, HHCS, (510) 981-7615

Attachments:

- 1: Class Specification – Mental Health Nurse
- 2: Class Specification – Senior Mental Health Nurse
- 3: Class Specification – Supervising Mental Health Nurse
- 4: Resolution and Exhibit A – Salary Schedule



Mental Health Nurse

Class Code:
24820

Bargaining Unit: Service Employees International Union,
Local 1021 (Comm Svcs & PT Rec Leaders)

CITY OF BERKELEY
Established Date: January 21, 2020

SALARY RANGE

\$53.94 - \$65.56 Hourly
\$4,315.20 - \$5,244.46 Biweekly
\$9,348.00 - \$11,363.00 Monthly
\$112,176.20 - \$136,356.00 Annually

DESCRIPTION:

DEFINITION

Under general supervision, provides a full range of Mental Health Nursing services including case management, crisis intervention, health assessment, health education, and counseling in homes, clinics, and in the field to patients with severe mental illness; performs related work as assigned.

CLASS CHARACTERISTICS

This classification represents the entry level of the Mental Health Nursing series. A Mental Health Nurse, following an initial period of orientation, is expected to function at the fully qualified professional level assuming broad responsibilities requiring independence and professional judgment in utilizing mental health nursing intervention skills to treat individuals with severe mental illness. The Mental Health Nurse is distinguished from Senior Mental Health Nurse in that the latter reviews and assigns patients to Mental Health Nurses and provides direction to a nursing team and coordinates special projects and programs. Medical and administrative direction is received from the Senior Mental Health Nurse and the Supervising Mental Health Nurse.

EXAMPLES OF DUTIES:

The following list of duties is intended only to describe the various types of work that may be performed and the level of technical complexity of the assignment(s) and is not intended to be an all-inclusive list of duties. The omission of a specific duty statement does not exclude it from the position if the work is consistent with the concept of the classification, or is similar or closely related to another duty statement.

1. Provides professional nursing care to psychiatric patients on an assigned case load in the clinic, at homes and on field visits (including encampments);
2. Collaborates on a multidisciplinary mental health team with other professionals and para-professionals in the delivery of specialized mental health services and in treatment planning;
3. Evaluates the needs of those with severe mental illness, substance use disorders, and co-morbid general medical conditions utilizing observation, patient interview, physical examination, mental status examination, and record review;
4. Observes, assesses, records, and reports the patient's behavior, condition, and response to care before, during, and after treatment and utilizes this information to re-assess and revise plan of care;
5. Develops psychiatric nursing care plans and provides nursing case management;
6. Plans strategies for solving patient care problems, establishes priorities, and coordinates activities needed to implement patient care plans;
7. Provides crisis intervention, psychoeducation, and counseling;
8. Dispenses, administers, and supervises patients' psychotropic and non-psychotropic medication and provides medication education and adherence support services;
9. Gives immunizations;
10. Explains treatment procedures to patients and provides support before, during, and after treatment;
11. Provides teaching relating to disease prevention, health promotion, treatment maintenance and rehabilitation;
12. Utilizes nursing intervention skills to prevent disease, promote healthy behavior and alleviate conditions adversely affecting the health and safety of individuals, families and the community;

13. Acts as patient liaison and advocate to external and internal medical providers and other community resources;
14. Follows up on treatment recommendations with patient and other involved agencies to ensure effective care and guidance to individuals and families;
15. Performs selected diagnostic tests under standardized procedures;
16. Assists in developing plans for teaching patients and families about the multiple requirements of proper home care. (e.g., medications, follow-up care, health resources, etc.);
17. Teaches patients and families how to follow psychiatric and non-psychiatric treatments after discharge (eg: medication reactions, dietary changes, etc.)
18. Teaches families to recognize signs/symptoms of decompensation and appropriate interventions in the event that this occurs in the psychiatric patient;
19. Accompanies patients to medical appointments and emergency departments as needed to assist in navigating the health care system;
20. Orders medication, controls medication inventory, reconciles medication lists, and prepares medication prior authorization requests;
21. Schedules and tracks laboratory blood draws and follows-up on results;
22. Coordinates the outpatient aspect of psychiatric and non-psychiatric hospital discharges;
23. Provides clinical supervision and training to allied health professionals and para-professionals;
24. Provides essential nursing services to other City of Berkeley departments and divisions when required to respond to a needed surge in staffing (natural disasters, outbreaks etc.);
25. Performs related duties as assigned.

KNOWLEDGE AND ABILITIES:

Note: The level and scope of the knowledges and skills listed below are related to job duties as defined under Class Characteristics.

Knowledge of:

1. Principles, practices, methods, and techniques of psychiatric nursing;
2. Basic psychotropic and other common drug indications, reactions, interactions, and contraindications;
3. Best practices for treating substance use disorders;
4. Treatment methods of common chronic and acute medical conditions;
5. Cultural competence in the application of mental health treatment;
6. Laws, rules, regulations, protocols, and requirements pertinent to psychiatric nursing;
7. Safety and infection control practices and procedures;
8. Counseling, interviewing, and crisis intervention techniques;
9. Environmental, sociological, and political problems related to mental health care;
10. Community medical and social agencies and resources;
11. Child and elder abuse and neglect and domestic violence reporting laws.

Skill in:

1. Managing a caseload and establishing priorities for case management, treatment, and referrals;
2. Performing mental health nursing assessments and selected diagnostic tests;
3. Administering prescribed treatments;
4. Exercising sound independent judgment within established guidelines;
5. Assessing health and behavior;
6. Developing effective treatment and referral plans;
7. Communicating clear and accurate information regarding patients to physicians, health providers and other health members;
8. Identifying the impact of cultural differences on community health care practices;
9. Preparing clear, complete and accurate documentation, reports, and other written correspondence;
10. Establish and maintain effective and productive relationships with those contacted during the course of work.

MINIMUM QUALIFICATIONS:

A TYPICAL WAY OF GAINING THE KNOWLEDGE AND SKILLS OUTLINED ABOVE IS:

Equivalent to graduation from a four-year accredited college or university, with major course work in nursing and one (1) year of mental health nursing experience or completion of a six-month senior preceptorship in mental health nursing. The relevant mental health nursing experience or preceptorship in mental health nursing must have been completed in the past five (5) years.

OTHER REQUIREMENTS

Must possess a valid license to practice as a Registered Nurse in the state of California.

CLASSIFICATION HISTORY:

Mental Health Nurse	
Classification Code	24820
Classification Established	1/2020
FLSA Status	Non-Exempt
Admin Leave/Overtime	Overtime
Representation Unit	G3
Probationary Period	6 Months
Workers' Comp Code	XXXX



Senior Mental Health Nurse

Class Code:
24830

Bargaining Unit: Service Employees International Union,
Local 1021 (Comm Svcs & PT Rec Leaders)

CITY OF BERKELEY
Established Date: January 21, 2020

SALARY RANGE

\$56.63 - \$68.84 Hourly
\$4,530.40 - \$5,507.04 Biweekly
\$9,815.87 - \$11,931.92 Monthly
\$117,790.40 - \$143,183.04 Annually

DESCRIPTION: DEFINITION

Under direction, performs Mental Health nursing duties in an assigned area and one or a combination of the following: serves as assistant supervisor for a team which includes other nurses and may also include para-professionals and/or office staff; and/or has charge of a specialized health care program; performs related work as assigned.

CLASS CHARACTERISTICS

This class provides direct mental health nursing services and provides directional supervision for the work of professional nursing and para-professional staff on an assigned team and/or may have independent responsibility for a major specialized mental health program. This class is distinguished from the Supervising Mental Health Nurse in that the latter has primary supervisory responsibility for mental health nursing and is assigned specialized projects and programs. Medical and administrative direction is received from the Supervising Mental Health Nurse.

EXAMPLES OF DUTIES:

The following list of duties is intended only to describe the various types of work that may be performed and the level of technical complexity of the assignment(s) and is not intended to be an all-inclusive list of duties. The omission of a specific duty statement does not exclude it from the position if the work is consistent with the concept of the classification, or is similar or closely related to another duty statement.

1. Provides professional nursing care to psychiatric patients on an assigned case load in the clinic, at homes and on field visits (including encampments);
2. Collaborates on a multidisciplinary mental health team with other professionals and para-professionals in the delivery of specialized mental health services and in treatment planning;
3. Evaluates the needs of those with severe mental illness, substance use disorders, and co-morbid general medical conditions utilizing observation, patient interview, physical examination, mental status examination, and record review;
4. Observes, assesses, records, and reports the patient's behavior, condition, and response to care before, during, and after treatment and utilizes this information to re-assess and revise plan of care;
5. Develops psychiatric nursing care plans and provides nursing case management;
6. Plans strategies for solving patient care problems, establishes priorities, and coordinates activities needed to implement patient care plans;
7. Provides crisis intervention, psychoeducation, and counseling;
8. Dispenses, administers, and supervises patients' psychotropic and non-psychotropic medication and provides medication education and adherence support services;
9. Gives immunizations;
10. Explains treatment procedures to patients and provides support before, during, and after treatment;
11. Provides teaching relating to disease prevention, health promotion, treatment maintenance and rehabilitation;
12. Utilizes nursing intervention skills to prevent disease, promote healthy behavior and alleviate conditions adversely affecting the health and safety of individuals, families and the community;
13. Acts as patient liaison and advocate to external and internal medical providers and other community resources;
14. Follows up on treatment recommendations with patient and other involved agencies to ensure effective care and guidance to individuals and families;

15. Performs selected diagnostic tests under standardized procedures;
16. Acts as the team leader of a mental health nursing team with other professionals and para-professionals in the delivery of mental health nursing services;
17. Assigns patient cases and assists in the evaluation of nursing team staff;
18. Provides consultation and guidance to team members on difficult patient problems;
19. Assists in the training, orientation, supervision of nursing staff, allied health professionals, and para-professionals;
20. Coordinates division services with private, public and community voluntary health and social service agencies;
21. May conduct a specialized health care or training program or project;
22. Assists in planning and development of programs and preparation of funding proposals;
23. Monitors and evaluates programs, projects and special services and prepares a variety of periodic and special reports for appropriate management review;
24. Provides essential nursing services to other City of Berkeley departments and divisions when required to respond to a needed surge in staffing (natural disasters, outbreaks etc.);
25. Performs related duties as assigned.

KNOWLEDGE AND ABILITIES:

Note: The level and scope of the knowledges and skills listed below are related to job duties as defined under Class Characteristics.

Knowledge of:

1. Principles, practices, methods, and techniques of psychiatric nursing;
2. Basic psychotropic and other common drug indications, reactions, interactions, and contraindications;
3. Best practices for treating substance use disorders;
4. Treatment methods of common chronic and acute medical conditions;
5. Cultural competence in the application of mental health treatment;
6. Laws, rules, regulations, protocols, and requirements pertinent to psychiatric nursing;
7. Safety and infection control practices and procedures;
8. Counseling, interviewing, and crisis intervention techniques;
9. Environmental, sociological, and political problems related to mental health care;
10. Community medical and social agencies and resources;
11. Child and elder abuse and neglect and domestic violence reporting laws;
12. Basic supervisory principles and practices.

Skill in:

1. Managing a caseload and establishing priorities for case management, treatment, and referrals;
2. Performing mental health nursing assessments and selected diagnostic tests;
3. Administering prescribed treatments;
4. Exercising sound independent judgment within established guidelines;
5. Assessing health and behavior;
6. Developing effective treatment and referral plans;
7. Communicating clear and accurate information regarding patients to physicians, health providers and other health members;
8. Identifying the impact of cultural differences on community health care practices;
9. Preparing clear, complete and accurate documentation, reports, and other written correspondence;
10. Assisting in the evaluation of mental health nursing programs effectiveness;
11. Establish and maintain effective and productive relationships with those contacted during the course of work.

MINIMUM QUALIFICATIONS:

A TYPICAL WAY OF GAINING THE KNOWLEDGE AND SKILLS OUTLINED ABOVE IS:

Equivalent to graduation from a four-year accredited school of nursing and two (2) years of mental health nursing experience or a master's degree in psychology, nursing, or other relevant field. The relevant mental health nursing experience must have been completed in the past five (5) years.

OTHER REQUIREMENTS

Must possess a valid license to practice as a Registered Nurse in the state of California.

CLASSIFICATION HISTORY:

Senior Mental Health Nurse	
Classification Code	24830
Classification Established	1/2020
FLSA Status	Non-Exempt
Admin Leave/Overtime	Overtime

Representation Unit
Probationary Period
Workers' Comp Code

G3
6 Months
XXXX



Supervising Mental Health Nurse

Class Code:
24840

Bargaining Unit: Public Employees Union, Local One

CITY OF BERKELEY
Established Date: January 21, 2020

SALARY RANGE

\$59.46- \$72.28 Hourly
\$4,757.19- \$5782.39 Biweekly
\$10,307.24- \$12,528.52 Monthly
\$123,686.89- \$150,342.19 Annually

DESCRIPTION: DEFINITION

Under general direction, supervises Mental Health Nursing and support staff who provide mental health services to community residents; performs related work as assigned.

CLASS CHARACTERISTICS

This is the supervisory and highest level in the professional mental health nursing series with responsibility for nursing program planning, development, implementation, direction, supervision, and evaluation. This class is distinguished from the Senior Mental Health Nurse by its full supervisory responsibility over all mental health nursing activities and staff. Medical and administrative direction is received from the Supervising Psychiatrist.

EXAMPLES OF DUTIES:

The following list of duties is intended only to describe the various types of work that may be performed and the level of technical complexity of the assignment(s) and is not intended to be an all-inclusive list of duties. The omission of a specific duty statement does not exclude it from the position if the work is consistent with the concept of the classification, or is similar or closely related to another duty statement.

1. Plans, organizes, directs, assigns, reviews, and evaluates the work of mental health nursing and support staff;
2. Trains, orients, and supervises nursing staff, allied health professionals, and para-professionals;
3. Participates in the development and implementation of goals, objectives, policies, and procedures for mental health nursing activities;
5. Monitors and manages work load and productivity;
6. Participates in the preparation and administration of the budget;
8. Personally performs professional nursing direct care in the areas of program responsibility;
9. Participates in the selection of staff, and provides for their training and professional development;
11. Conducts or directs the preparation of analytical studies;
12. Prepares grant funding proposals to governmental agencies and other organizations;
13. Maintains established standards of mental health nursing and ensures services are rendered in conformance with

State standards for local health jurisdictions, and department policy and procedure;

14. Develops statistical information systems and analyzes data in support of program planning and development;

15. Assists in protocol development and updates Procedure and Protocol Manual;

16. Represents the City with community organizations, other agencies, and the general public;

17. Prepares a variety of periodic and/or special reports;

19. Evaluates mental health issue impacts on City programs and operations, and recommends policy and procedure improvements;

20. Provides essential nursing services to other City of Berkeley departments and divisions when required to respond to a needed surge in staffing (natural disasters, outbreaks etc.);

21. Performs related duties as assigned.

KNOWLEDGE AND ABILITIES:

Note: The level and scope of the knowledges and skills listed below are related to job duties as defined under Class Characteristics.

Knowledge of:

1. Principles, practices, methods, and techniques of psychiatric nursing;
2. Basic psychotropic and other common drug indications, reactions, interactions, and contraindications;
3. Best practices for treating substance use disorders;
4. Treatment methods of common chronic and acute medical conditions;
5. Cultural competence in the application of mental health treatment;
6. Laws, rules, regulations, protocols, and requirements pertinent to psychiatric nursing;
7. Safety and infection control practices and procedures;
8. Counseling, interviewing, and crisis intervention techniques;
9. Environmental, sociological, and political problems related to mental health care;
10. Community medical and social agencies and resources;
11. Child and elder abuse and neglect and domestic violence reporting laws;
12. Principles and practices of effective employee supervision, including selection, training, evaluation and discipline;
13. Principles and practices of program development and management, including funding sources, grant proposal writing, program evaluation and fiscal management;
14. Principles and practices of budgetary preparation, administration and control;
15. Methods and procedures for developing and evaluating program quality control assurance and effectiveness;

Skill in:

1. Managing a caseload and establishing priorities for case management, treatment, and referrals;
2. Performing mental health nursing assessments and selected diagnostic tests;
3. Administering prescribed treatments;
4. Exercising sound independent judgment within established guidelines;
5. Assessing health and behavior;
6. Developing effective treatment and referral plans;
7. Communicating clear and accurate information regarding patients to physicians, health providers and other health members;
8. Identifying the impact of cultural differences on community health care practices;
9. Preparing clear, complete and accurate documentation, reports, and other written correspondence;
10. Assisting in the evaluation of mental health nursing programs effectiveness;
11. Identifying the impact of cultural differences on community health care practices;
12. Preparing clear, complete and accurate documentation, reports, and other written correspondence;
13. Plan, implement, coordinate, and evaluate the effectiveness of public health programs;
14. Plan, organize assign, review, evaluate and direct the work of assigned staff;
15. Identify program funding sources, and prepare grant application proposals, contracts and budgets;
16. Interpret, explain and apply laws, regulations and policies relating to public health nursing programs and practices;
17. Identify and understand cultural patterns influencing community health practices;
18. Represent the City with health officials, community organizations, other agencies, and the general public;
19. Establish and maintain effective and productive relationships with those contacted during the course of work.

MINIMUM QUALIFICATIONS:

A TYPICAL WAY OF GAINING THE KNOWLEDGE AND SKILLS OUTLINED ABOVE IS:

Equivalent to graduation from a four-year accredited school of nursing and three years of mental health nursing experience or a master's degree in psychology, nursing, or other relevant field. The relevant mental health nursing experience must have been completed in the past five (5) years.

OTHER REQUIREMENTS

Must possess a valid license to practice as a Registered Nurse in the state of California.

CLASSIFICATION HISTORY:

Supervising Mental Health Nurse	
Classification Code	24840
Classification Established	X/2019
FLSA Status	Exempt
Admin Leave/Overtime	Admin Leave
Representation Unit	P1
Probationary Period	12 Months
Workers' Comp Code	XXXX

RESOLUTION NO ##,### - N.S.

CREATION OF MENTAL HEALTH NURSE CLASSIFICATION AND AMENDING
RESOLUTION NOS. 68,710-N.S. AND 68,626-N.S.

WHEREAS, the Human Resources Department maintains the Classification and Compensation plan for the City of Berkeley; and

WHEREAS, the Director of Health, Housing, and Community Services has recommended the creation of a Mental Health Nurse Job classifications; and

WHEREAS, the Director of Health, Housing, and Community Services has requested the Human Resources Department to research and propose solutions in an effort to address recruitment and tension issues for Nurses in the Mental Health Division; and

WHEREAS, the Human Resources Department has completed a comprehensive classification review and an updated salary survey; and

WHEREAS, the Personnel Board recommended on December 2, 2019 the establishment of a Mental Health Nurse job classification, eligible for the overtime provision of the Fair Labor Standards Act (FLSA), in Representation Unit G3 (Career Professional Nursing Classifications), to a month 5-step salary range of \$9,348.02 \$9,815.42 \$10,306.19 \$10,821.50 \$11,363.00, effective January, 21, 2020; and

WHEREAS, the Personnel Board recommended on December 2, 2019 the establishment of a Senior Mental Health Nurse job classification, exempt from the overtime provisions of the Fair Labor Standards Act (FLSA) and eligible for Administrative Leave, in Representation Unit G3 (Career Professional Nursing Classifications), to a month 5-step salary range of \$9,815.87 \$10,306.66 \$10,821.99 \$11,363.09 \$11,931.92, effective January 21, 2020; and

WHEREAS, the Personnel Board recommended on December 2, 2019 the establishment of a Supervising Mental Health Nurse job classification, eligible for the overtime provision of the Fair Labor Standards Act (FLSA), in Representation Unit P1 (Professional), to a month 5-step salary range of \$10,307.24 \$10,822.6 \$11,363.73 \$11,931.92 \$12,528.52, effective January 21, 2020; and

WHEREAS, Berkeley Mental Health patients deserve Mental Health treatment; and

WHEREAS, providing Nurses who are skilled in providing Mental Health services is the standard of care.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that Resolution No. 68,710-N.S., Classifications and Salary Resolutions for Public Employees Union Local One and Resolution No. 68,626-N.S., SEIU Local 1021 CSU & PTRLA, is

amended to create the Mental Health Nurse series and to set the salaries for the three classifications with salary ranges as shown in Exhibit A, effective January 21, 2020.

EXHIBIT A

SALARY SCHEDULE									
Job Code	Classification Title	Rep Unit	FLSA	Step A	STEP B	STEP C	STEP D	STEP 5	Effective Date
#####	Mental Health Nurse	G3	N	\$9,348.02	\$9,815.42	\$10,306.19	\$10,821.50	\$11,363.00	21-Jan-20
#####	Senior Mental Health Nurse	G3	N	\$9,815.87	\$10,306.66	\$10,821.99	\$11,363.09	\$11,931.92	21-Jan-20
#####	Supervising Mental Health Nurse	P1	E	\$10,307.24	\$10,822.60	\$11,363.73	\$11,931.92	\$12,528.52	21-Jan-20

Job Code	Classification Title	Rep Unit	FLSA	Step A	STEP B	STEP C	STEP D	STEP 5	Effective Date
#####	Mental Health Nurse	G3	N	\$9,348.02	\$9,815.42	\$10,306.19	\$10,821.50	\$11,363.00	21-Jan-20
#####	Senior Mental Health Nurse	G3	N	\$9,815.87	\$10,306.66	\$10,821.99	\$11,363.09	\$11,931.92	21-Jan-20
#####	Supervising Mental Health Nurse	P1	E	\$10,307.24	\$10,822.60	\$11,363.73	\$11,931.92	\$12,528.52	21-Jan-20

