



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: ORD 25-009

August 05, 2025

Introduced: 7/24/2025

Current Status: Agenda Ready

Version: 1

Matter Type: Ordinance

Introduce, waive first reading, and set August 5, 2025, at 10:30 a.m. as the date and time to consider adoption of an ordinance amending Sections 2.04.370, 2.04.380, 2.04.400 and 2.04.410 of the Monterey County Code to align the Board of Supervisors benefits, leaves and special pays with those provided to the Elected Officials in Executive Management Unit Y.

RECOMMENDATION:

It is recommended that the Board of Supervisors introduce, waive first reading, and set August 5, 2025, at 10:30 a.m. as the date and time to consider adoption of an ordinance amending Sections 2.04.370, 2.04.380, 2.04.400 and 2.04.410 of the Monterey County Code to align the Board of Supervisors benefits, leaves, and special pays with those provided to the Elected Officials in Executive Management Unit Y.

SUMMARY/DISCUSSION:

On June 24, 1980, the Board of Supervisors adopted Ordinance No. 2632, codified at Chapter 2.04 of the Monterey County Code ("MCC"), to in part clarify the definition of "Compensation" to include health and welfare benefits provided to management elected officials and authorize the granting of such.

On October 14, 1980, the Board of Supervisors adopted Ordinance No. 2667 to amend Chapter 2.04 to set the method of compensation for travel and meal expenses of Board members. Chapter 2.04 currently provides members of the Board with an option to choose either the actual and necessary expenses for travel and meals incurred in the performance of their duties, or a flat sum of \$150 per month for travel and the actual and necessary expenses for meals incurred in the performance of their duties within the County and actual and necessary expenses for travel and meals incurred in the performance of their duties outside the County.

On August 21, 1984, the Board of Supervisors adopted Ordinance No. 3011 to again amend Chapter 2.04 relating to compensation of the Board of Supervisors. In relevant part, Section 2.04.380(B) includes the following language "In addition to the compensation specified in section 2.04.370 and in subsection A herein, each member of the board of supervisors shall receive the actual and necessary expenses incurred in the performance of his/her office and all benefits as provided to other elected officials in the county, which shall include the benefits of the management elective plan, the department head expense allowance, and the department head physical examination benefit which are provided elective department heads in Resolution No. 81-536, as amended."

The intent of the above-described ordinances was for the Board to receive the same health and welfare benefits and special pays that are provided to the County Elected Officials in Executive Management Unit Y. However, a review of the benefits, leaves and special pays for the Board of Supervisors and Elected Officials in Executive Management Unit Y identified there are additional benefits, leaves and special pays that have been granted over the years to the Elected Officials in Executive Management Unit Y that were not also granted to the Board of Supervisors such as the Elected Official In-Lieu Service Credit, Unit Y Automobile Allowance, Professional Development Stipend and Longevity Pay.

The Human Resources Department recommends adopting an ordinance to align the Board of Supervisors benefits, leaves and special pays with those provided to the Elected Officials in Executive Management Unit Y and will be bringing forward a Resolution on August 19, 2025, to amend the Personnel, Policies and Practices Resolution (“PPPR”) No. 98-394 to effectuate the changes when the draft ordinance is considered for adoption.

The proposed ordinance is attached to this report as Attachment A. Additionally, a redlined version of the ordinance showing the proposed changes is attached as Attachment B.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office has reviewed and concurs with the recommendations. The County Counsel’s Office has reviewed the ordinance as to form.

FINANCING:

There is no fiscal impact with this item.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County’s commitment to meeting the Board’s initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of the County of Monterey.

- ☐ Economic Development
- ☒ Administration
- ☐ Health & Human Services
- ☐ Infrastructure
- ☐ Public Safety

Prepared by: Kim Moore, Assistant Director of Human Resources

Approved by: Andreas Pyper, Director of Human Resources

Attachments:

- A: Draft ordinance (clean)
- B: Draft ordinance (redline)