



Monterey County Board of Supervisors

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Board Order

A motion was made by Supervisor Glenn Church, seconded by Supervisor Luis A. Alejo to:

Adopt Resolution No.: 25-094

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to retitle and modify Section A.1.13 Unit X Salary Steps;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Sections A.9.5.1 Unit Z Bilingual Skill Pay and A.9.5.3 Unit ZX Bilingual Skill Pay;
- c. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Sections A.10.3.1 Unit Y Designated Department Heads Management Expense Allowance, A.10.3.2 Unit Y (non-Department Heads) Management Expense Allowance and A.10.3.3 Unit ZX Management Expense Allowance;
- d. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.21.4.1 B. County CalPERS Required Contributions and C. County Maximum Contributions;
- e. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.23 Professional Organization Membership and Employee Job Enhancement;
- f. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.24.1 Holidays Listed;
- g. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.25 Annual Leave and/or Vacation;
- h. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Sections A.30.2 (a) Accrual Rate Limit and A.30.2 (c) Advanced Accrual Rate for New Hires with Previous Years of Service with California Counties and Cities;
- i. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Sections A.30.10 Annual Leave Cash Out: Permanent Employees Over One (1) Year of Service and A.30.11 Annual Leave Cash Out: Permanent Employees with Over Ten (10) Year of Service;
- j. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to add Section A.52 Units Y and ZX 401(a) Contribution;
- k. Direct the Human Resources Department and Auditor-Controller's Office to implement the changes in the Advantage Human Resources Management (HRM) System.

PASSED AND ADOPTED on this 18th day of March 2025, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez and Daniels
NOES: None
ABSENT: Supervisor Askew

Motion Passed 4 to 0

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting March 18, 2025.

Dated: March 18, 2025
File ID: RES 25-044
Agenda Item No.: 72

Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California


Emmanuel H. Santos

Emmanuel H. Santos, Deputy