



Monterey County Board of Supervisors

168 West Alisal Street,
1st Floor
Salinas, CA 93901
831.755.5066

Board Order

Resolution No.: 16-230

Upon motion of Supervisor Potter, seconded by Supervisor Armenta and carried by those members present, the Board of Supervisors hereby:

- a. Amended Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 1.5% base salary increase for Units P, X, XL, Y and Z effective September 3, 2016; and
- b. Approved the 2016 Winter Recess for Units P, X, XL, Y and Z (excluding elected officials in Unit Y); and
- c. Amended Personnel Policies and Practices Resolution No. 98-394 Section A.9.5 Bilingual Skill Pay as indicated in Attachment A; and
- d. Authorized the Auditor-Controller to implement the Winter Recess and direct the Human Resources Department to implement the salary increases for the aforementioned Units in the Advantage HRM System.

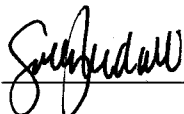
PASSED AND ADOPTED on this 30th day of August 2016, by the following vote, to wit:

AYES: Supervisors Armenta, Phillips, Salinas, Parker and Potter
NOES: None
ABSENT: None

I, Gail T. Borkowski, 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 79 for the meeting on August 30, 2016.

Dated: September 9, 2016
File ID: 16-999

Gail T. Borkowski, Clerk of the Board of Supervisors
County of Monterey, State of California

By  Deputy

**Before the Board of Supervisors in and for the
County of Monterey, State of California**

Resolution No.: 16-230

PPPR Control No. 16-021)

HRM Control No. 16-019)

Adopt Resolution to:)

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 1.5% base salary increase for Units P, X, XL, Y and Z effective September 3, 2016; and)
- b. Approve the 2016 Winter Recess for Units P, X, XL, Y and Z (excluding elected officials in Unit Y); and)
- c. Amend Personnel Policies and Practices Resolution No. 98-394 Section A.9.5 Bilingual Skill Pay as indicated in Attachment A; and)
- a. Authorize the Auditor-Controller to implement the Winter Recess and direct the Human Resources Department to implement the salary increases for the aforementioned Units in the Advantage HRM System.....)

WHEREAS, the Board of Supervisors and various represented bargaining units of Monterey County agreed to salary increases and the Winter Recess for 2016; and

WHEREAS, the Board of Supervisors desires to implement similar base salary increases and the Winter Recess for unrepresented Units P, X, XL, Y and Z for 2016; and

WHEREAS, the Board of Supervisors agreed to modify the pay and percent of time utilizing a second language that is required for bilingual skill pay for SEIU Units F and J; and

WHEREAS, the PPPR provides that for Unit Z in order to be designated as bilingual the position shall require the use of a second language on the average of at least twenty (20%) percent of the time and the new SEIU provisions are at thirty-three percent (33%), and

WHEREAS, the Board of Supervisors desires to consistently apply the bilingual provisions for Unit Z with SEIU Units F and J; and

WHEREAS, the actions require the Personnel Policies and Practices Resolution No. 98-394 to be amended; NOW, THEREFORE,

BE IT RESOLVED by the Board of Supervisors in and for the County of Monterey as follows:

1. Appendix A of Personnel Policies and Practices Resolution No. 98-394 is amended to add a 1.5% base salary increase for Units P and Z effective August 6, 2016 and X, XL and Y effective September 3, 2016;
2. The Winter Recess is approved for Units P, X, XL, Y and Z (excluding elected officials in Unit Y);
3. Section A.9.5 Bilingual Skill Pay of Personnel Policies and Practices Resolution No. 98-394 is amended to read as follows:

A.9.5 Bilingual Skill Pay

An employee in Unit Z, who meets specified conditions, shall be paid a bilingual skill pay differential as provided for in the applicable memorandum of understanding.

To be designated as "bilingual," a position shall require the use of a second language on the average of at least thirty-three percent (33%) of the time. In addition, up to a total of five (5) positions of Communications Dispatcher may be designated bilingual skill pay eligible by the department head.

An employee in Units D, E, or X, upon assignment by the Department Head, approval of the County Administrative Officer and successfully passing a proficiency test, shall be eligible for bilingual pay in the amount of twenty dollars (\$20) per pay period. Pursuant to the NMC HR MOU Regarding Delegation of HR Functions, the NMC Chief Executive Officer may approve such action for employees employed by Natividad Medical Center.

4. The Auditor-Controller is hereby authorized and the Human Resources Department is directed to implement these changes in the Advantage HRM System.

PASSED AND ADOPTED upon motion of Supervisor Potter, seconded by Supervisor Armenta carried this 30th day of August 2016, by the following vote, to wit:

AYES: Supervisors Armenta, Phillips, Salinas, Parker and Potter
NOES: None
ABSENT: None

I, Gail T. Borkowski, 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 79 for the meeting on August 30, 2016.

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