



Monterey County

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

Board Report

Legistar File Number: 15-0594

June 09, 2015

Introduced: 5/27/2015

Version: 1

Current Status: Consent Agenda

Matter Type: General Agenda Item

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 3.0% base salary increase for Units P, X, XL, Y (excluding X & Y Safety classifications) and Z effective the first full pay period in July 2015;
- b. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 2.0% base salary increase for Safety classifications in Units X and Y effective the first full pay period in July 2015;and
- c. Authorize the Auditor-Controller and Human Resources Department to implement these changes in the Advantage HRM System.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 3.0% base salary increase for Units P, X, XL, Y (excluding X & Y Safety classifications) and Z effective the first full pay period in July 2015;
- b. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 2.0% base salary increase for Safety classifications in Units X and Y effective the first full pay period in July 2015;
- c. Authorize the Auditor-Controller and Human Resources Department to implement these changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

On December 10, 2013 your Board approved the employee retirement contribution adjustment and corresponding base pay increase for unrepresented Units P, X, XL, Y and Z consistent with the adjustments agreed to by other represented bargaining units. Your Board also expressed intent to provide the same base salary increases for Fiscal Years 2014 and 2015.

Section A.1.10 of the Personnel Policies and Practices Resolution (PPPR) No. 98-394 states in part "All classifications assigned to employee Units P and Z shall receive the same general benefits and salary adjustments (including step increases), in accordance with those negotiated by the Supervisory (F) and General (J) Units." Although this language indicates the increase to be automatic upon approval of negotiated agreements, an amendment to Appendix A of the PPPR is required in order to implement.

Unrepresented Employee Units X, XL and Y require your Boards' approval in each Fiscal Year in order to implement. It is therefore recommended your Board approve the recommended actions.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office concurs with these recommendations.

FINANCING:

The increases will result in increased salary and benefit costs of approximately \$2,100,000 and are included in the FY 2015-16 Recommended Budget.

Prepared by: Kim Moore, Assistant Director, 5353

Approved by: Manuel T. Gonzalez, Interim Director of Human Resources, 3593

Attachments:

Resolution