

*Before the Board of Supervisors  
County of Monterey, State of California*

**Resolution No.: 23-014**

PPPR Control No. 23-007

HRM Control No. 23-007

- a. Amend Personnel Policies and Practices Resolution (PPPR) )  
No. 98-394 to add Section A.1.14 Unrepresented Executive )  
Management (Unit Y) Salary Adjustments and Benefit and )  
Section A.1.15 Unrepresented Confidential Management (Unit )  
ZX) Salary Adjustments and Benefits; )
- b. Amend Personnel Policies and Practices Resolution (PPPR) )  
No. 98-394 to modify Section A.9.5 Bilingual Skill Pay to add )  
A.9.5.1 Unit Z Bilingual Skill Pay, A.9.5.2 Units D and E )  
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 add Section A.9.19 Longevity Pay, A.9.19.1 )  
Unit Y Longevity Pay and A.9.19.2 Unit ZX Longevity Pay; )
- d. Amend Personnel Policies and Practices Resolution (PPPR) )  
No. 98-394 to modify Section A.10.3 Expense Allowance to )  
add 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; )
- e. Amend Personnel Policies and Practices Resolution (PPPR) )  
No. 98-394 to retitle and modify Section A.21.4.1 Flexible )  
Benefits Plan – unrepresented units (e.g., O, X, XL, and Y); )
- f. Direct the Human Resources Department and Auditor- )  
Controller’s Office to implement the changes in the Advantage )  
HRM/Payroll system. )

**WHEREAS**, on December 20, 2022, the County of Monterey reached a tentative agreement on a multi-year agreement with the County Employee Management Association (Unit X); and

**WHEREAS**, it has been the practice of the Board to provide similar base wage increases, benefits, and some special pay provisions to unrepresented units included Units Y and X similar to what SEIU received; and

**WHEREAS**, since management Unit X is now represented and can negotiate, the Human Resources Department recommends Units Y and ZX follow the base wage salary increases, benefits, and some special pays negotiated by Unit X to ensure equity among the management and executive management classifications and to avoid compaction issues; and

**WHEREAS**, classifications in Unit ZX are also in Unit X and should maintain the same base wage, benefits, and some special pay provisions; 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. Sections A.1.14 Unrepresented Executive Management (Unit Y) Salary Adjustments and Benefit and Section A.1.15 Unrepresented Confidential Management (Unit ZX) Salary Adjustments and Benefits of Personnel Policies and Practices Resolution No.98-394 are amended as indicated below:

A.1.14 Unrepresented Executive Management (Unit Y) Salary Adjustments and Benefits Effective January 24, 2023, all classifications assigned to employee Unit Y shall receive the same salary adjustments and general benefits, in accordance with those negotiated by the County Employee Management Association (CEMA) Unit X.

A.1.15 Unrepresented Confidential Management (Unit ZX) Salary Adjustments and Benefits

Effective December 31, 2022, all positions/classifications assigned to employee Unit ZX shall receive the same salary adjustments and general benefits, in accordance with those negotiated by the County Employee Management Association (CEMA) Unit X.

2. Sections A.9.5 Bilingual Skill Pay, A.9.5.1 Unit Z Bilingual Skill Pay, A.9.5.2 Units D and E Bilingual Skill Pay, and A.9.5.3 Unit ZX Bilingual Skill Pay of Personnel Policies and Practices Resolution No.98-394 are amended as indicated below:

#### A.9.5 Bilingual Skill Pay

##### A.9.5.1 Unit Z 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.

##### A.9.5.2 Units D and E Bilingual Skill Pay

An employee in Units D and E 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.

##### A.9.5.3 Unit ZX Bilingual Skill Pay

An employee in Unit ZX, 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 forty-five dollars (\$45) per month. 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.

3. Sections A.9.19 Longevity Pay, A.9.19.1 Unit Y Longevity Pay, and A.9.19.2 Unit ZX Longevity Pay of Personnel Policies and Practices Resolution No.98-394 are amended as indicated below:

#### A.9.19 Longevity Pay

##### A.9.19.1 Unit Y Longevity Pay

Effective January 24, 2023, full-time permanent/regular employees in Unit Y shall be eligible to receive longevity premium pay based upon the total length of service with the County in accordance with the same terms negotiated by the County Employee Management Association (CEMA) Unit X. The longevity schedule shall be as follow:

Ten (10) consecutive years of service shall receive a premium pay of two and a half percent (2.5%) of their base wage.

Fifteen (15) consecutive years of service shall receive a premium pay of three and a half percent (3.5%) of their base wage.

Twenty (20) consecutive years of service shall receive a premium pay of five and a half percent (5.5%) of their base wage.

Consecutive service years include service time worked as a full-time permanent/regular employee as long as there was no break in service greater than four (4) pay periods. Time while on protected leave(s) is considered for service credit.

The Longevity premium pay will be reported in accordance with PERS regulations Section 571A.

##### A.9.19.2 Unit ZX Longevity Pay

Effective December 31, 2022, full-time permanent/regular employees in Unit ZX shall be eligible to receive longevity premium pay based upon the total length of service with the County in accordance with the same terms negotiated by the County Employee Management Association (CEMA) Unit X. The longevity schedule shall be as follow:

Ten (10) consecutive years of service shall receive a premium pay of two and a half percent (2.5%) of their base wage.

Fifteen (15) consecutive years of service shall receive a premium pay of three and a half percent (3.5%) of their base wage.

Twenty (20) consecutive years of service shall receive a premium pay of five and a half percent (5.5%) of their base wage.

Consecutive service years include service time worked as a full-time permanent/regular employee as long as there was no break in service greater than four (4) pay periods. Time while on protected leave(s) is considered for service credit.

The Longevity premium pay will be reported in accordance with PERS regulations Section 571A.

4. Sections A.10.3 Expense Allowance, 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 of Personnel Policies and Practices Resolution No.98-394 are amended as indicated below:

A.10.3 Expense Allowance

A.10.3.1 Unit Y Designated Department Heads Management Expense Allowance

Individuals in classifications identified in A.10.1 Department Heads Designated shall be eligible for a monthly expense allowance for incidental expenses not ordinarily subject to remuneration by claim in the amount of fifty-four dollars and seventeen cents) (54.17) monthly. Expense allowance shall be paid on the second pay period of each month.

A.10.3.2 Unit Y (non-Department Heads) Management Expense Allowance

Effective January 24, 2023, individuals in all other classifications in Unit Y (non-Department Heads) shall be eligible for a monthly expense allowance for incidental expenses not ordinarily subject to remuneration by claim in the amount of fifty dollars (\$50.00) monthly. Expense allowance shall be paid on the second pay period of each month.

A.10.3.3 Unit ZX Management Expense Allowance

Effective December 31, 2022, individuals in positions/classifications in Unit ZX shall be eligible for a monthly expense allowance for incidental expenses not ordinarily subject to remuneration by claim incumbents in the amount of fifty dollars (\$50.00) monthly. Expense allowance shall be paid on the second pay period of each month.

5. Section 21.4.1 Cafeteria Flexible Benefits Plan – unrepresented units (e.g., O, XL, Y, and ZX) of Personnel Policies and Practices Resolution No.98-394 is amended as indicated below:

A.21.4.1 Cafeteria Flexible Benefits Plan – unrepresented units (e.g., O, XL, Y, and ZX)

A. General Provisions

The County will make available a Cafeteria Flexible Benefits Plan to all permanent or Limited Term employees. Permanent or Limited Term employees may elect from the following optional benefits:

- Employee medical coverage under CalPERS.
- Dependent medical coverage under CalPERS.
- No medical coverage
- Employee dental coverage under the County’s self-funded plan or a successor plan
- Dependent dental coverage under the County’s self-funded plan successor plan
- No dental coverage
- Employee vision coverage under the County’s self-funded plan or a successor plan
- Dependent vision coverage under the County’s self-funded plan or a successor plan
- No vision coverage
- Any other eligible optional benefits which may be made available by the County through the Cafeteria Flexible Benefits Plan.

#### Additional Payroll Deduction

For each month when the benefit options selected by the employee under this plan exceed the appropriate County contributions for that employee, that employee shall pay by pre-tax payroll deduction the full cost (100%) which exceeds the County's contributions for that employee.

#### Cafeteria Flexible Benefits Plan Administration

The provisions, rules and regulations governing the administration of the Cafeteria Flexible Benefits Plan are contained in the Cafeteria Flexible Benefits Plan document. Changes may be required from time to time to maintain the integrity of this Cafeteria flexible benefits plan as a lawful IRC Section 125 plan. The County shall have discretion to make such changes to ensure this plan is eligible for favorable treatment under the Internal Revenue Code. The County may add or remove benefit options to or from this plan. Removal of a benefit shall occur only if the benefit is deemed contrary to public law or regulation governing IRC Section 125 benefit plans, is no longer available by vendor, or becomes insolvent.

#### B. County CalPERS Required Contributions

The County CalPERS required contributions (PEMHCA Minimum) toward the Cafeteria Flexible Benefits Plan will be as indicated below.

The County shall not contribute any CalPERS required contribution toward the employee's purchase of any other optional benefits which may be provided by the County through the Cafeteria Flexible Benefits Plan.

Employees shall not have the option of using the CalPERS required contributions for any other purpose other than for purchasing employee health. CalPERS required contributions not used to purchase employee health will be forfeited.

#### Health Insurance Contribution

The County's CalPERS required contribution to the Cafeteria Flexible Benefits Plan for health insurance coverage will be provided as directed by CalPERS.

#### Dental Insurance Contribution

The County's maximum contribution to the Cafeteria Flexible Benefits Plan for dental coverage will be equal to the cost of the employee only premium monthly for all eligible permanent employees or Limited Term. Should the dental (employee only premium) contribution/premium increase, the County may pay the increase. Should the County's contribution/ premium for dental (employee only premium) decrease, the County shall retain the savings from the decrease.

#### Vision Insurance Contribution

The County's maximum contribution to the Cafeteria Flexible Benefits Plan for vision coverage will be equal to the cost of the employee only premium monthly for all eligible permanent employees or Limited Term. Should the vision (employee only premium)

contribution/premium increase, the County may pay the increase. Should the County's contribution/ premium for vision (employee only premium) decrease, the County shall retain the savings from the decrease.

C. County Maximum Contributions

The County maximum monthly contributions are as follows:

Units O, XL, Y, and ZX – All CalPERS Platinum Health Plans

Medical	Full-Time	Part-Time*
<u>Enrollment</u>	<u>Permanent</u>	<u>Permanent</u>
Employee Only	\$908.01	\$454.01
Employee Plus One Dep.	\$1,904.02	\$952.01
Employee Plus Family	\$2,499.23	\$1,249.62

Units O, XL, Y, and ZX – All CalPERS Health Plans

Medical	Full-Time	Part-Time*
<u>Enrollment</u>	<u>Permanent</u>	<u>Permanent</u>
Employee Only	\$792.84	\$396.42
Employee Plus One Dep.	\$1,667.68	\$833.84
Employee Plus Family	\$2,190.18	\$1,095.09

\*Part-time defined as scheduled to work a minimum of 40 (forty hours), but less than 64 (sixty-four) hours per pay period.

The County's contribution above may be applied toward medical, dental and/or vision coverage for the employee and dependents. Any future increases in health insurance premiums that exceed the County's contribution will be paid by the employee through salary deduction.

Any balance of the County's contribution remaining after the employee selects health insurance may be utilized, at the employee's discretion, toward the purchase of dependent dental and/or dependent vision insurance. The use of any County contributions toward the purchase of the benefits stated above is subject to the employee first selecting employee health insurance coverage under CalPERS.

Elective Contribution Payout

For each month that the County's elective contribution is not used by an employee to obtain benefit options under this plan, the full amount of funds not utilized shall be paid out, provided the employee has purchased at least individual only health insurance through CalPERS.

6. The Human Resources Department and Auditor Controller's Office are directed to implement the actions in the HRM Advantage/Payroll System.

**PASSED AND ADOPTED** on this 24<sup>th</sup> day of January 2023, by roll call vote:

AYES: Supervisors Alejo, Church, Lopez, Askew, and Adams

NOES: None

ABSENT: None

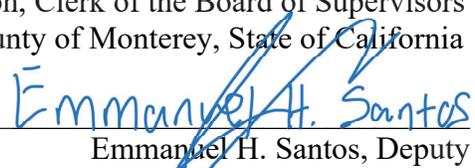
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting on January 24, 2023.

Dated: January 25, 2023

File ID: RES 23-011

Agenda Item No. 32

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

  
Emmanuel H. Santos

Emmanuel H. Santos, Deputy