



Monterey County

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Board Report

Legistar File Number: 17-0690

June 27, 2017

Introduced: 6/21/2017

Version: 1

Current Status: Agenda Ready

Matter Type: General Agenda Item

- a. Receive notification that, consistent with Section A.1.10 of the Personnel Policies and Practices Resolution (PPPR) No. 98-394, Appendix A of the PPPR will be amended to reflect a 2.5% base salary increase for Units P and Z effective the first full pay period following July 1, 2017, and a 3% increase the first full pay period following July 1, 2018; and
- b. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 2.5% base salary increase for Units X, XL and Y effective the first full pay period following July 1, 2017; and
- c. Approve the 2017 Winter Recess for Units P, X, XL, Y and Z (excluding elected officials in Unit Y); and
- d. 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.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Receive notification that, consistent with Section A.1.10 of the Personnel Policies and Practices Resolution (PPPR) No. 98-394, Appendix A of the PPPR will be amended to reflect a 2.5% base salary increase for Units P and Z effective the first full pay period following July 1, 2017, and a 3% increase the first full pay period following July 1, 2018; and
- b. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 2.5% base salary increase for Units X, XL and Y effective the first full pay period following July 1, 2017; and
- c. Approve the 2017 Winter Recess for Units P, X, XL, Y and Z (excluding elected officials in Unit Y); and
- d. 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.

SUMMARY/DISCUSSION:

Pursuant to new California Government Code, we will be orally presenting compensation changes for executive employees.

On July 26, 2016 your Board approved a multi-year agreement with SEIU which provided for wage increases of 1.5 % for FY 2016-17, 2.5% for FY 2017-18 and 3% for 2018-19 and the Winter Recess for the span of the three year agreement. Similar increases and the Winter Recess were also approved for the Monterey County Prosecutors' Association and the County Public Defender's Association.

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.” This language provides the increase for Units P and Z to be automatic upon approval of negotiated agreements.

Historically your Board has granted similar increases to the Unrepresented Units of X, XL and Y as negotiated with other represented bargaining units. Unrepresented Employee Units X, XL, and Y require your Board’s approval in each Fiscal Year.

In addition, your Board has granted the Winter Recess to the Unrepresented Units of P, X, XL, Y and Z (excluding elected officials in Unit Y) as negotiated with other represented bargaining units. Granting of the Winter Recess requires your Boards approval in each Fiscal Year.

It is therefore recommended your Board approve the recommended actions.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office concurs with these recommendations.

FINANCING:

The estimated cost associated with the recommended increases for these specific units is \$2.1 million and is included in the FY 2017-18 Recommended Budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended action addresses and supports the Board of Supervisors’ Administration Strategic Initiative through Human Resources Department’s commitment to attracting, recruiting, and retaining a diverse, talented work force that supports the mission of Monterey County.

- X Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Kim Moore, Assistant Director of Human Resources, 755-5353

Approved by: Irma Ramirez-Bough, Director of Human Resources, 755-5043

Attachments:
Resolution

cc: Lew Bauman, County Administrative Officer
Charles McKee, County Counsel
Michael Miller, Auditor-Controller
Dewayne Woods, Assistant County Administrative Officer
Manuel T. González, Assistant County Administrative Officer

