



Monterey County

Item No.

Board Report

Board of Supervisors
Chambers

168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: RES 21-164

September 14, 2021

Introduced: 9/1/2021

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Resolution

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the base wage salary ranges of SEIU Unit K classifications Behavioral Health Group Counselor I and II, California Children's Services Case Worker I, II and III, Clinical Psychologist, Employment & Training Worker I, II, III, Military & Veterans Representative I, II and III, Psychiatric Social Worker I, II and Senior Psychiatric Social Worker, Social Worker I, II, III, IV and V as indicated in Attachment A effective September 11, 2021;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the base wage salary ranges of SEIU Unit F classifications Behavioral Health Unit Supervisor, Employment and Training Supervisor and Social Work Supervisor I and II as indicated in Attachment A effective September 11, 2021;
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

RECOMMENDATION:

It is recommended that the Board of Supervisors adopts a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the base wage salary ranges of SEIU Unit K classifications Behavioral Health Group Counselor I and II, California Children's Services Case Worker I, II and III, Clinical Psychologist, Employment & Training Worker I, II, III, Military & Veterans Representative I, II and III, Psychiatric Social Worker I, II and Senior Psychiatric Social Worker, Social Worker I, II, III, IV and V as indicated in Attachment A effective September 11, 2021;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A and B to adjust the base wage salary ranges of SEIU Unit F classifications Behavioral Health Unit Supervisor, Employment and Training Supervisor and Social Work Supervisor I and II as indicated in Attachment A effective September 11, 2021;
- c. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

SUMMARY/DISCUSSION:

The Service Employee International Union (SEIU) Local 521 Memorandum of Understanding (MOU) Appendix D-1 Special Pay Practices Section D1.1 Total Compensation Study indicates a Unit K Total Compensation Study (TCS) was to be completed during the term of the 2019 to 2021 MOU in preparation for negotiations of a successor agreement. As such, the County Human Resources Department (HRD) and SEIU collaborated and conducted the Total Compensation Study. The study has been completed and both HRD and SEIU representatives have agreed on the data and findings. The study found the following benchmark classifications are below the market average by more than 5% of the County's comparable agencies:

Benchmark Classification	% Below Market
Behavioral Health Group Counselor II	-5.36%
California Children's Services Case Worker II	-6.95%
Clinical Psychologist	-10.81%
Employment & Training Worker II	-8.63%
Military and Veterans Representative II	-10.76%
Psychiatric Social Worker II	-8.67%
Social Worker II	-8.42%

During this time, SEIU and members have brought forward numerous concerns during negotiations and public comment at Board of Supervisors meetings regarding Unit K classifications as it relates to recruitment and retention. The HRD recommends implementing the Unit K study findings by adjusting the base wage salary ranges of those classification series that were determined to be more than five percent (5%) below the market average of the County's comparable agencies. The recommendations include adjusting the base wage salary of four (4) supervisory classifications in Unit F, also represented by SEIU, that are included within the aforementioned classification series. This will maintain the spread between the classifications in the series and mitigate any potential compaction issues.

OTHER AGENCY INVOLVEMENT:

The impacted departments have reviewed and concur with the recommendations. SEIU is in concurrence with the recommendations.

FINANCING:

The total annualized salary and benefits increase for the Health Department is approximately \$2,994,116 and will be absorbed within existing appropriations in the respective budgets. The General Fund share of the increase is \$89,664, and of this amount \$11,848 is in Appropriations Unit 4000-001-HEA004 and \$77,817 in appropriations Unit 4000-001-HEA007. The remainder, \$2,904,452 is in the Behavioral Health Fund, Appropriations Unit 4000-023-HEA012.

The total annualized salary and benefits increase for Natividad Budget Unit 9600-8142 - Fund 451 - Appropriation Unit NMC001 is approximately \$37,997 and will be absorbed within the departments existing appropriations.

The total annualized salary and benefits increase for Public Defender Budget Unit 8169 - Fund 001 - Appropriation Unit PUB001 is approximately \$9,845 and will be absorbed within the departments existing appropriations.

The total annualized salary and benefits increase for Social Services - Military and Veterans Services Budget Unit 8260 - Fund 001 - Appropriation Unit SOC003 is approximately \$57,654 of which approximately \$37,475 is from revenue sources and \$20,179 is General Fund. The increase will be absorbed within the departments existing appropriations.

The total annualized salary and benefits increase for Social Services Budget Unit 8262 - Fund 001 - Appropriation Unit SOC005 is approximately \$1,663,795 of which approximately \$1,008,514 is from

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revenue sources and \$655,281 is General Fund. The increase will be absorbed within the departments existing appropriations.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

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

Prepared by: Kim Moore, Assistant Director of Human Resources

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

DocuSigned by:
Kim Moore
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DocuSigned by:
Irma Ramirez-Bough
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Attachment:
Attachment A
Resolution