

## MONTEREY COUNTY BOARD OF SUPERVISORS

<b>MEETING:</b> July 27, 2010 – Consent	<b>AGENDA NO.:</b> 66
<b>SUBJECT:</b> a. Adopt Resolution to amend Personnel Policies and Practices Resolution No. 98-394 to amend various sections as indicated in Attachment A; and b. Authorize the Auditor-Controller to implement the terms of this amendment	
<b>DEPARTMENT:</b> County Administrative Office	

### RECOMMENDATION

It is recommended that, effective immediately, the Board of Supervisors take the following actions:

- a. Adopt Resolution to amend Personnel Policies and Practices Resolution No. 98-394 to amend various sections as indicated in Attachment A; and
- b. Authorize the Auditor-Controller to implement the terms of this amendment

### SUMMARY/DISCUSSION

On April 1, 2008 the Board of Supervisors approved an Enterprise Resources Planning Project (ERP). The focus of the ERP is the development and successful implementation of a Core Financial, Human Resources and Payroll system. At the direction of the Board of Supervisors, the new system was to be implemented based on current policies, practices & regulations and to provide consistency and efficiencies where able.

During the envision and build phase of the Enterprise Resource Planning Human Resources/Payroll module implementation, several inconsistencies were identified within the Personnel Policies & Practices Resolution No. 98-394 and current County practice. In addition, sections relating to benefits and leaves have not been updated in some time.

The proposed changes are recommended in order to clean up language in the PPPR and to memorialize current County practice. Additional revisions may be forthcoming as additional items are currently under review for interpretation and consistency.

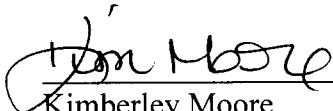
### OTHER AGENCY INVOLVEMENT

The Board of Supervisors Human Resources Committee concurs with this recommended action. The proposed revisions were sent to all Unions, Associations and Management Council for review and comment.

### FINANCING

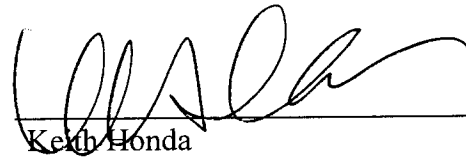
This action has no fiscal impact.

Prepared by:



Kimberley Moore  
Supervising HR Analyst

Approved by:



Keith Honda  
Assistant County Administrative Officer

July 19, 2010

Att: Attachment A

cc: Mike Miller, Auditor-Controller  
All Department Heads  
All Personnel Analysts