



Monterey County

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Board Order

Upon motion of Supervisor Potter, seconded by Supervisor Armenta and carried by those members present, the Board of Supervisors hereby:

Adopted Resolution No. 14-043 to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A to adjust the salary range of Library Page, retroactive to December 14, 2013, as indicated in the attached Resolution; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM system and authorize the Auditor-Controller to process retroactive payments to affected employees.

PASSED AND ADOPTED on this 25th day of February 2014, by the following vote, to wit:

AYES: Supervisors Armenta, Calcagno, Salinas and Potter

NOES: None

ABSENT: Supervisor Parker

I, Gail T. Borkowski, 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 77 for the meeting on February 25, 2014.

Dated: February 27, 2014
File Number: RES 14-180

Gail T. Borkowski, Clerk of the Board of Supervisors
County of Monterey, State of California

By Denise Hancock
Deputy

**Before the Board of Supervisors in and for the
County of Monterey, State of California**

PPPR Control No. 14006
HRM Control No. 14006

Resolution No.: 14-043

- a. Amend Personnel Policies and Practices)
Resolution (PPPR) No. 98-394 and Appendix)
A to adjust the salary range of Library Page,)
retroactive to December 14, 2013, as indicated)
in the attached Resolution; and)
- b. Direct the Human Resources Department to)
implement the changes in the Advantage HRM)
system and authorize the Auditor-Controller to)
process retroactive payments to affected)
employees.....)

WHEREAS, A Tentative Agreement with Service Employees International Union (SEIU) Local 521 which included a 3.5% salary increase in exchange for the employee paying an additional 3.5% toward the PERS employee contribution with an effective date of November 16, 2013 was approved by the Board on November 5, 2013;

WHEREAS, Library specific classification/market increase recommendations, with the intent of updating classification specifications to current industry standards and increase the salaries consistent with the County Compensation Philosophy were approved by the Board on December 10, 2013 with an effective date of December 14, 2013;

WHEREAS, the market increase for the Library Page classification caused an unintended consequence by decreasing the salary below the amount contractually provided effective November 16, 2013;

WHEREAS, the Board seeks to adjust the Library Page classification consistent with the contractually provided amount effective November 16, 2013;

NOW, THEREFORE, effective December 14, 2014 the Monterey County Board of Supervisors hereby resolved to approve the following:

- a. Amended Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A to adjust the salary range of Library Page classification as indicated below:

Classification Title: Library Page							Class Code	WG *	EEO Cat*	W/C*	BU	FLSA Code*
Hourly, Bi-Weekly and Monthly Pay Rates												
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
8.611	9.084	9.581	10.108	10.662	11.195	11.754	80C24	18	OC	8810	J	N
688.88	726.72	766.48	808.64	852.96	895.60	940.32						
1,493	1,575	1,661	1,752	1,848	1,940	2,037						

*provided for information purposes only

- b. Directed the Human Resources Department to implement the changes in the Advantage HRM system and authorized the Auditor-Controller to process retroactive payments to affected employees.

PASSED AND ADOPTED upon motion of Supervisor Potter, seconded by Supervisor Armenta and carried this 25th day of February 2014, by the following vote, to wit:

AYES: Supervisors Armenta, Calcagno, Salinas and Potter

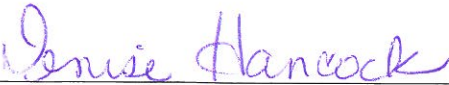
NOES: None

ABSENT: Supervisor Parker

I, Gail T. Borkowski, 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 77 for the meeting on February 25, 2014.

Dated: February 28, 2014
File Number: 14-180

Gail T. Borkowski, Clerk of the Board of Supervisors
County of Monterey, State of California

By 
Deputy