

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

Resolution No.: PPPR Control No. 21-019)
HRM Control No. 21-017)

Adopts a Resolution to:)

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 2% base salary increase for Units X, XL and Y effective September 25, 2021, excluding the Chief Deputy County Counsel (39B25) and Chief Deputy Public Defender (39P35) classifications in Unit X effective September 25, 2021;)
- b. Amend Personnel Policies and Practices Resolution No. 98-394 to delete Section A.9.17 Educational Stipend - X Unit and amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 2% base salary increase for Unit X to replace the Educational Stipend effective September 25, 2021;)
- c. Approve the 2021 Winter Recess for units P, X, XL, Y and Z (excluding elected officials in unit Y);)
- d. Direct the Auditor-Controller to implement the Winter Recess, and the Human Resources Department to implement the salary increases in the Advantage HRM System.)

WHEREAS, The Human Resources Department has been in discussions with Management Council (units X and Y) regarding compensation and benefits for several months; and

WHEREAS, On July 20th, and 27th, 2021 your Board approved multiyear agreements with the Sheriff Managements Association (Unit C), Public Defenders Association (Unit D), Prosecutors Association (Unit E), County Counsel Employee Association (Unit G) and the Probation Association (Units M&N) which provide for wage increases of 2% for FY 2021-22 for Units C, M & N and market-based wage increases for Units D, E and G. The agreements further provide for 2% base wage increases for all six units for FY 2022-23 and FY 2023-24 and the Winter Recess for Units D, E and G for the span of the three-year agreements; and

WHEREAS, the Board of Supervisors desires to implement similar base salary increases for unrepresented Units X, XL and Y excluding the Chief Deputy County Counsel (39B25) and Chief Deputy Public Defender (39P35) classifications in Unit X; and

WHEREAS, It is recommended to convert the 2% Unit X Educational Stipend to base wages to provide equity among the Unit X employee group regardless of educational status; and

WHEREAS, the Board of Supervisors desires to implement the Winter Recess for unrepresented Units P, X, XL, Y and Z for 2021; 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. Appendix A of Personnel Policies and Practices Resolution No. 98-394 is amended to add a 2% base salary increase for units X, XL and Y excluding the excluding the Chief Deputy County Counsel (39B25) and Chief Deputy Public Defender (39P35) classifications in Unit X effective September 25, 2021.
2. Section A.9.17 Educational Stipend - X Unit of the Personnel Policies and Practices Resolution No. 98-394 is deleted as indicated below and Appendix A is amended to add a 2%

base salary increase for Unit X to replace the Educational Stipend effective September 25, 2021:

A.9.17 Educational Stipend – X Unit (Deleted)

3. The 2021 Winter Recess is approved for units P, X, XL, Y and Z (excluding elected officials in unit Y).
4. The Auditor-Controller and the Human Resources Department are hereby directed to implement the Winter Recess and salary increases in the Advantage HRM System.

PASSED AND ADOPTED on this _____ day of _____, 2021, by the following vote, to-wit:

AYES:

NOES:

ABSENT:

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 ___ for the meeting on _____.

Dated:

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

By _____
, Deputy