



## Monterey County Board of Supervisors

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1st Floor  
Salinas, CA 93901  
831.755.5066

### Board Order

A motion was made by Supervisor Luis A. Alejo, seconded by Supervisor Jane Parker to adopt Resolution No. 19-336 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 October 26, 2019; and
- b. Approve the 2019 Winter Recess for units P, X, XL, Y and Z (excluding elected officials in unit Y); and
- c. Amend PPPR section A.24.1 Holidays Listed to change Christmas Eve to be observed as a Holiday every year and correct the date Martin Luther King, Jr. Day is observed as indicated in Attachment A; and
- 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.

PASSED AND ADOPTED on this 15<sup>th</sup> day of October 2019, by the following vote, to wit:

AYES: Supervisors Alejo, Lopez, Phillips, Parker and Adams

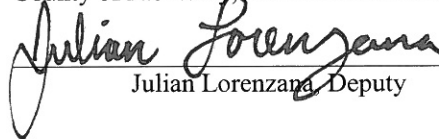
NOES: None

ABSENT: None

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 82 for the meeting October 15, 2019..

Dated: October 17, 2019  
File ID.: RES 19-135  
Agenda Item No.: 16

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

  
Julian Lorenzana, Deputy

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

Resolution No.: 19-336

PPPR Control No. 19-009 )

HRM Control No. 19-009 )

Resolution to: )

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendix A to add a 2% base salary increase for units X, XL and Y effective October 26, 2019; and )
- b. Approve the 2019 Winter Recess for units P, X, XL, Y and Z (excluding elected officials in unit Y); and )
- c. Amend PPPR section A.24.1 Holidays Listed to change Christmas Eve to be observed as a Holiday every year and correct the date Martin Luther King, Jr. Day is observed as indicated in Attachment A, and )
- 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 September 10, 2019 your Board approved a multi-year agreement with SEIU which provided for wage increases of 2% for FY 2019-20, and 3% for FY 2020-21 and the Winter Recess for the span of the two-year agreement; and

**WHEREAS**, the Board of Supervisors desires to implement similar base salary increases and the Winter Recess for unrepresented Units P, X, XL, Y and Z for 2019; and

**WHEREAS**, Christmas Eve was also approved to be observed as a Holiday in every year for represented bargaining units and the Martin Luther King, Jr. Day holiday was initially to be observed on January 15<sup>th</sup>, and has since been changed to be observed on the third Monday of January; and

**WHEREAS**, the actions require the Personnel Policies and Practices Resolution No. 98-394 to be amended;

**NOW, THEREFORE, BE IT RESOLVED THAT**, 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 effective October 26, 2019;
2. The 2019 Winter Recess is approved for units P, X, XL, Y and Z (excluding elected officials in unit Y);
3. Section A.24.1 Holidays Listed of the PPPR is amended to change Christmas Eve to be observed as a Holiday every year and correct the date Martin Luther King Jr. Day is observed as indicated below;

A.24.1 Holidays Listed

Except as noted in section A.24.4 below, the following listed days shall be observed as legal holidays by the County of Monterey:

New Year's Day	January 1st
Dr. Martin Luther King, Jr. Day	Third Monday in January
Presidents Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4th
Labor Day	First Monday in September
Veterans Day	November 11th
Thanksgiving Day	Fourth Thursday in November
Day After Thanksgiving Day	Fourth Friday in November
Christmas Eve	December 24th
Christmas Day	December 25th

The enumeration of the actual date of the holiday in the right hand column above is for general information only and not necessarily controlling. The Board of Supervisors or the County Administrative Officer may designate that the actual holiday be observed on a different date in order to conform to the date of observance by the State of California or for administrative convenience.

4. The Auditor-Controller and Human Resources Departments are hereby directed to implement the Winter Recess and salary increases in the Advantage HRM System.

**PASSED AND ADOPTED** on this 15<sup>th</sup> day of October 2019, by the following vote, to wit:

AYES: Supervisors Alejo, Lopez, Phillips, Parker and Adams

NOES: None

ABSENT: None

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 82 for the meeting October 15, 2019.

Dated: October 17, 2019  
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Julian Lorenzana, Deputy