

- d. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.10.3 Expense Allowance to add A.10.3.1 Unit Y Designated Department Heads Management Expense Allowance, A.10.3.2 Unit Y (non-Department Heads) Management Expense Allowance, and A.10.3.3 Unit ZX Management Expense Allowance;
- e. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to retitle and modify Section A.21.4.1 Flexible Benefits Plan - unrepresented units (e.g., O, X, XL, and Y);
- f. Direct the Human Resources Department and Auditor-Controller's Office to implement the changes in the Advantage HRM/Payroll 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 to add Section A.1.14 Unrepresented Executive Management (Unit Y) Salary Adjustments and Benefit and Section A.1.15 Unrepresented Confidential Management (Unit ZX) Salary Adjustments and Benefits;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.9.5 Bilingual Skill Pay to add A.9.5.1 Unit Z Bilingual Skill Pay, A.9.5.2 Units D and E Bilingual Skill Pay, and A.9.5.3 Unit ZX Bilingual Skill Pay;
- c. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to add Section A.9.19 Longevity Pay, A.9.19.1 Unit Y Longevity Pay and A.9.19.2 Unit ZX Longevity Pay;
- d. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.10.3 Expense Allowance to add A.10.3.1 Unit Y Designated Department Heads Management Expense Allowance, A.10.3.2 Unit Y (non-Department Heads) Management Expense Allowance, and A.10.3.3 Unit ZX Management Expense Allowance;
- e. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to retitle and modify Section A.21.4.1 Flexible Benefits Plan - unrepresented units (e.g., O, X, XL, and Y);
- f. Direct the Human Resources Department and Auditor-Controller's Office to implement the changes in the Advantage HRM/Payroll system.

SUMMARY/DISCUSSION:

On December 20, 2022, the County of Monterey reached a tentative agreement on a multi-year agreement with the County Employee Management Association (Unit X). It has been the practice of the Board to provide similar base wage increases, benefits, and special pays to unrepresented units including Units Y and X similar to what SEIU received. Since management Unit X is represented and can negotiate, the Human Resources Department is recommending Units Y and ZX follow the base wage salary increases, benefits, and some special pays negotiated by Unit X to ensure equity among the management and executive management classifications and to avoid compaction issues. In addition, there are classifications in Unit ZX that are also in Unit X and should maintain the same base wage, benefits, and some special pay provisions.

For these reasons, the Human Resources Department recommends the Board approve the amendments to the Personnel Policies and Practices Resolution (PPPR) as indicated in Attachment A.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has conferred with the County Administrative Office and the Office of the County Counsel regarding this matter.

FINANCING:

The estimated cost for base wage increases and special pay provisions for Unit Y and ZX for the remainder of FY 2022-23 is approximately \$690,687.46, or approximately \$1,493,652.84 annually.

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: Wendell Sells, Management Analyst, 796-6066

Approved by: Irma Ramirez-Bough, Director of Human Resources, 755-5043

Attachments:

Resolution

Attachment A - PPR Amendments