County of Monterey

Legislation Details (With Board Report)

File #:	RES 22-622	**Name:**	
Type:	General Agenda Item	**Status:**	Scheduled AM
File created:	6/14/2022	**In control:**	Board of Supervisors
On agenda:	6/21/2022	**Final action:**	6/21/2022

Title: Adopt a Resolution to:
a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 2.5% base wage salary increase for Unit Y effective the first full pay period after July 1, 2022;
b. Approve the 2022 Winter Recess for units P, Y and Z (excluding elected officials in unit Y);
c. Direct the Auditor-Controller to implement the 2022 Winter Recess for these specific units, and the Human Resources Department to implement the Unit Y base wage salary increases in the Advantage HRM System.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. BOS Resolution_Y add 2.5% Wntr Rcss_06-21-22, 3. Completed Board Order Item No. 17, 4. Completed Resolution Item No. 17

Date	Ver.	Action By	Action	Result
6/21/2022	1	Board of Supervisors	adopted	Pass

Adopt a Resolution to:

a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 2.5% base wage salary increase for Unit Y effective the first full pay period after July 1, 2022;

b. Approve the 2022 Winter Recess for units P, Y and Z (excluding elected officials in unit Y);

c. Direct the Auditor-Controller to implement the 2022 Winter Recess for these specific units, and the Human Resources Department to implement the Unit Y base wage salary increases in the Advantage HRM System.

RECOMMENDATION:

It is recommended that the Board of Supervisors adopt a resolution to:

a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 2.5% base wage salary increase for Unit Y effective the first full pay period after July 1, 2022;

b. Approve the 2022 Winter Recess for units P, Y and Z (excluding elected officials in unit Y);

c. Direct the Auditor-Controller to implement the 2022 Winter Recess for these specific units, and the Human Resources Department to implement the Unit Y base wage salary increases in the Advantage HRM System.

SUMMARY/DISCUSSION:

The Human Resources Department is recommending the Board of Supervisors grant a 2.5% base wage salary increase for Unit Y effective the first full pay period after July 1, 2022 and to approve the 2022 Winter Recess for units P, Y and Z.

By way of background, on October 12, 2021, your Board approved a multi-year agreement with SEIU represented units which provided for wage increases of 2% for FY 2021-22, 2.5% for FY 2022-23 and 2.5% for FY 2023-24 and the Winter Recess for the span of the agreement.

It has been a past practice of your Board to authorize for unrepresented employees in Unit Y the same base wage increases negotiated with represented bargaining units, such as SEIU. Changes for unrepresented Employee Unit Y require your Board's approval in each Fiscal Year.

In addition, your Board has historically granted the Winter Recess to the unrepresented units of P, Y and Z (excluding elected officials in Unit Y) as negotiated with other represented bargaining units. Granting of the Winter Recess for these specific unrepresented units requires your Boards approval in each Fiscal Year.

It is therefore recommended your Board approve the recommended actions.

OTHER AGENCY INVOLVEMENT:
The County Administrative Office concurs with these recommendations.

FINANCING:
The estimated cost associated with the recommended base wage salary increases for Unit Y is approximately $490,966 for FY 2022-23.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:
__Economic Development
X Administration
__Health & Human Services
__Infrastructure
__Public Safety

Prepared By: Kim Moore, Assistant Director of Human Resources, 755-5353

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

Attachments:
Board Report
Resolution

cc: Charles J. McKee, County Administrative Officer
        Rupa Shah, Auditor-Controller