



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: 14-180, **Version:** 1

Adopt Resolution 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. (ADDED VIA ADDENDUM)

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- 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

SUMMARY/DISCUSSION:

On November 5, 2013 your Board approved the 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. On December 10, 2013 the Library Department brought forward 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. This action caused an unintended consequence to the Library Page classification in that the market salary approved is less than the negotiated 3.5% increase causing the salary range to decrease below the amount contractually provided. The recommended action will adjust the salary range consistent with the November 5, 2013 Board approved 3.5% increase.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office concurs with this recommendation.

FINANCING:

This action will result in increased salary and benefit costs of approximately \$1,900 for the remainder of FY 2013-2014, or \$3,500 annually. There are sufficient appropriations in the Library's Approved Budget for FY 2013-14, Fund 003, Appropriation Unit LIB001 for the recommended action. There is no impact to the General Fund. Future years forecasted budgets sustain increased costs.

Prepared by: Kim Moore, Assistant Director for Human Resources, 5353

Approved by: James May, Director, Human Resources, 5129

Attachments: Resolution