



County of Monterey

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

Board Report

File #: 16-999, **Version:** 1

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 1.5% base salary increase for Units P, X, XL, Y and Z effective September 3, 2016; and
- b. Approve the 2016 Winter Recess for Units P, X, XL, Y and Z (excluding elected officials in Unit Y); and
- c. Amend Personnel Policies and Practices Resolution No. 98-394 Section A.9.5 Bilingual Skill Pay as indicated in Attachment A; and
- d. Authorize the Auditor-Controller to implement the Winter Recess and direct the Human Resources Department to implement the salary increases for the aforementioned Units in the Advantage HRM System.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 1.5% base salary increase for Units P, X, XL, Y and Z effective September 3, 2016; and
- b. Approve the 2016 Winter Recess for Units P, X, XL, Y and Z (excluding elected officials in Unit Y); and
- c. Amend Personnel Policies and Practices Resolution No. 98-394 Section A.9.5 Bilingual Skill Pay as indicated in Attachment A; and
- d. Authorize the Auditor-Controller to implement the Winter Recess and direct the Human Resources Department to implement the salary increases for the aforementioned Units in the Advantage HRM System.

SUMMARY/DISCUSSION:

On July 26, 2016 your Board approved an agreement with SEIU which provided for increases of 1.5 % for FY 2016-17 and the Winter Recess for 2016. Similar increases and the Winter Recess were also approved for the Monterey County Prosecutors' Association and the County Public Defender's Association.

Section A.1.10 of the Personnel Policies and Practices Resolution (PPPR) No. 98-394 states in part "All classifications assigned to employee Units P and Z shall receive the same general benefits and salary adjustments (including step increases), in accordance with those negotiated by the Supervisory (F) and General (J) Units." Although this language indicates the increase to be automatic upon approval of negotiated agreements, an amendment to Appendix A of the PPPR is required in order to memorialize the increases.

Historically your Board has granted similar increases and the Winter Recess to the Unrepresented Units of X, XL and Y as negotiated with other represented bargaining units. In addition, the Winter Recess has also been granted for Units P and Z.

In addition, your Board approved changes to the SEIU Unit F and J Bilingual pay provisions within the Memorandum of Understanding's (MOU's). Section A.9.5 of the PPPR provides that Unit Z receives the same pay applicable to the memorandum of understanding, however the percentage of time required utilizing the second language has been modified in the MOU's and therefore it is recommended the PPPR be amended to consistently apply the Bilingual pay provisions.

It is therefore recommended your Board approve the recommended actions.

OTHER AGENCY INVOLVEMENT:

The County Administrative Office concurs with these recommendations.

FINANCING:

The estimated costs associated for FY 2016-17 are \$1.0 million. These costs have not been included in the FY 2016-17 adopted budget. Once all labor cost increases are finalized, any required budget modifications will be brought back to the Board of Supervisors for consideration in the latter part of the fiscal year.

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

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

Attachments: Attachment A

cc: Lew Bauman, County Administrative Officer
Charles McKee, County Counsel
Michael Miller, Auditor-Controller
Dewayne Woods, Assistant County Administrative Officer
Manuel T. González, Assistant County Administrative Officer