



County of Monterey

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

Legislation Details (With Board Report)

File #:	18-359	Name:	2018 Base Increase
Type:	General Agenda Item	Status:	Scheduled AM
File created:	3/26/2018	In control:	Board of Supervisors
On agenda:	4/3/2018	Final action:	
Title:	Adopt a Resolution to: a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 3% base salary increase for Units X, XL, and Y, effective July 7, 2018; b. Approve the 2018 Winter Recess for Units P, X, XL, Y, and Z (excluding elected officials in Unit Y); and c. Authorize the Auditor-Controller to implement the Winter Recess, and direct the Human Resources Department to implement the salary increases in the Advantage HRM System.		

Sponsors:

Indexes:

Code sections:

Attachments: 1. Board Report, 2. Resolution, 3. Completed Board Order & Resolution

Date	Ver.	Action By	Action	Result
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Adopt a Resolution to:

- Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 3% base salary increase for Units X, XL, and Y, effective July 7, 2018;
- Approve the 2018 Winter Recess for Units P, X, XL, Y, and Z (excluding elected officials in Unit Y); and
- Authorize the Auditor-Controller to implement the Winter Recess, and direct the Human Resources Department to implement the salary increases in the Advantage HRM System.

RECOMMENDATION:

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

- Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to add a 3% base salary increase for Units X, XL, and Y, effective July 7, 2018;
- Approve the 2018 Winter Recess for Units P, X, XL, Y, and Z (excluding elected officials in Unit Y); and
- Authorize the Auditor-Controller to implement the Winter Recess, and direct the Human Resources Department to implement the salary increases in the Advantage HRM System.

SUMMARY/DISCUSSION:

On July 26, 2016 your Board approved a multi-year agreement with SEIU which provided for wage increases of 1.5 % for FY 2016-17, 2.5% for FY 2017-18, 3% for 2018-19, and the Winter Recess for the span of the three year agreement. Similar increases and the Winter Recess were also approved for the Monterey County Prosecutors' Association and the County Public Defender's Association.

Historically, your Board has granted similar increases to the Unrepresented Units of X, XL and Y, as negotiated with other represented bargaining units. Unrepresented Employee Units X, XL, and Y require your Board's approval in each Fiscal Year.

In addition, your Board has granted the Winter Recess to the Unrepresented Units of P, X, XL, Y, and Z

(excluding elected officials in Unit Y) as negotiated with other represented bargaining units. Granting of the Winter Recess requires your Board's 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 increases for these specific units is \$2.5 million and will be included in the FY 2018-19 Recommended Budget.

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

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

Attachment: Resolution