



# County of Monterey

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

## Legislation Details (With Board Report)

<b>File #:</b>	RES 22-143	<b>Name:</b>	Establish Unit ZX for Unrepresented Confidential Managers
<b>Type:</b>	BoS Resolution	<b>Status:</b>	Passed
<b>File created:</b>	7/14/2022	<b>In control:</b>	Board of Supervisors
<b>On agenda:</b>	7/26/2022	<b>Final action:</b>	7/26/2022

**Title:** Adopt a Resolution to:  
a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Section IV Employee/Bargaining Units to establish Unit ZX for unrepresented confidential managers;  
b. Direct the Human Resources Department and Auditor Controller's Office to take the necessary actions to create Unit ZX in the HRM Advantage System.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Report, 2. Attachment A, 3. Resolution, 4. Completed Board Order Item No. 51, 5. Completed Resolution Item No. 51

Date	Ver.	Action By	Action	Result
7/26/2022	1	Board of Supervisors	adopted	

Adopt a Resolution to:  
a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Section IV Employee/Bargaining Units to establish Unit ZX for unrepresented confidential managers;  
b. Direct the Human Resources Department and Auditor Controller's Office to take the necessary actions to create Unit ZX in the HRM Advantage System.

### RECOMMENDATION:

It is recommended that the Board of Supervisors take the following actions:

Adopt a resolution to:

a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Section IV Employee/Bargaining Units to establish Unit ZX for unrepresented confidential managers;  
b. Direct the Human Resources Department and Auditor Controller's Office to take the necessary actions to create Unit ZX in the HRM Advantage System.

### SUMMARY/DISCUSSION:

On October 18, 2021, the County Employee Management Association (CEMA) submitted a petition to represent employees in Unit X classifications. The Human Resources Department worked closely with the Office of the County Counsel to process the petition in accordance with the County's Employer- Employee Relations Resolution No. 10-041(EERR). In January 2022, CEMA was officially recognized as the authorized representative for Unit X and were advised that the County would establish a confidential management unit for classifications and individual positions deemed confidential as defined by the EERR.

The EERR defines a confidential employee as an employee who, in the course of his or her duties, has access to information relating to the County's administration of employer-employee relations, is required to develop or present management positions with respect to employer-employee relations, or whose duties normally require access to confidential information that is used to contribute significantly to the development of management positions, and is designated by the County Administrative Officer as confidential.

As a result, the Human Resources Department is requesting to amend the County Personnel Policies and Practices Resolution (PPPR) No. 98-394 to create and add Unit ZX to PPPR Section VI Employee/Bargaining Units. The new Unit ZX will follow their Unit X counterparts with regard to benefits and wages and, as such, will receive the same base wage increases as Unit X once contract negotiations with CEMA conclude.

It is recommended that the Board of Supervisors approve the amendment to the PPPR as indicated in Attachment A.

**OTHER AGENCY INVOLVEMENT:**

The Human Resources Department has consulted with the County Administrative Office and the Offices of the County Counsel.

**FINANCING:**

There are no costs associated with this action.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

The recommended action addresses the Board of Supervisors' Administration Strategic Initiative and demonstrates the County's commitment to meeting the Board's initiatives by attracting, recruiting, and retaining a diverse, talented work force that supports the mission of Monterey County.

<input type="checkbox"/>	Economic Development
<input checked="" type="checkbox"/>	Administration
<input type="checkbox"/>	Health & Human Services
<input type="checkbox"/>	Infrastructure
<input type="checkbox"/>	Public Safety

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

**Attachments:**

Attachment A - Proposed PPPR Section VI. Employee/Bargaining Units Resolution