



County of Monterey

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

Board Report

File #: RES 20-076, **Version:** 1

Consider Adopting 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 the first full pay period following July 1, 2020; and
- b. Approve the 2020 Winter Recess for units P, X, XL, Y and Z (excluding elected officials in unit Y); and
- c. Direct the Auditor-Controller to implement the Winter Recess, and the Human Resources Department to implement the salary increases 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 3% base salary increase for units X, XL and Y effective the first full pay period following July 1, 2020; and
- b. Approve the 2020 Winter Recess for units P, X, XL, Y and Z (excluding elected officials in unit Y); and
- c. Direct the Auditor-Controller to implement the Winter Recess, and the Human Resources Department to implement the salary increases in the Advantage HRM System.

SUMMARY/DISCUSSION:

The Human Resources Department has been meeting with Management Council Unit X as well as having a discussion with Department Heads Unit Y regarding compensation. Employee units X, XL, and Y are not part of a union, meaning they are not “represented bargaining” units.

By way of background, on September 10, 2019, your Board approved a multi-year agreement with SEIU represented units which provided for wage increases of 2% for FY 2019-20, and 3% for FY 2020-21 and the Winter Recess for the span of the two-year agreement.

It has been a past practice of your Board to authorize for unrepresented employees in Units X, XL and Y the same base wage increases negotiated with represented bargaining units, such as SEIU. Changes for unrepresented Employee Units X, XL, and 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, 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 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 increases for these specific units is approximately \$2.8 million for the 2020-21 fiscal year.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Check the related Board of Supervisors Strategic Initiative(s):

- ☐ Economic Development - Through collaboration, strengthen economic development to ensure a diversified and healthy economy.
- ☒ Administration - Promote an organization that practices efficient and effective resource management and is recognized for responsiveness, strong customer orientation, accountability and transparency.
- ☐ Health & Human Services - Improve health and quality of life through County supported policies, programs, and services; promoting access to equitable opportunities for health choices and healthy environments in collaboration with communities.
- ☐ Infrastructure - Plan and develop a sustainable, physical infrastructure that improves the quality of life for County residents and supports economic development results.
- ☐ Public Safety - Create a safe environment for people to achieve their potential, leading business and communities to thrive and grow by reducing violent crimes as well as crimes in general.

Prepared and Approved by: Irma Ramirez-Bough, Director of Human Resources, x5043

Attachment:

Resolution is on file with the Clerk of the Board

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