



County of Monterey

Item No.

Board Report

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

Legistar File Number: 25-781

November 04, 2025

Introduced: 10/21/2025

Current Status: Draft

Version: 1

Matter Type: General Agenda Item

- a. Approve the 2025 Winter Recess for units P, Y, Z and ZX (excluding elected officials in unit Y); and,
- b. Direct the Auditor-Controller to implement the 2025 Winter Recess for these specific units.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve the 2025 Winter Recess for units P, Y, Z and ZX (excluding elected officials in unit Y); and,
- b. Direct the Auditor-Controller to implement the 2025 Winter Recess for these specific units.

SUMMARY:

The Human Resources Department is recommending the Board of Supervisors approve the 2025 Winter Recess for the period December 26, 2025, through December 31, 2025, for units P, Y, Z and ZX.

DISCUSSION:

As part of negotiated labor agreements with Units F, H, J and K (Service Employees International Union Local 521), D (Public Defenders' Association), E (Prosecutors Association), G (County Counsel Employee Association) and X (County Employee Management Association), the County approved wage increases of 4% for FY 2024-25, 2025-26 and 2026-27 and the Winter Recess for the span of the agreements.

In addition, your Board has historically granted the Winter Recess to the unrepresented units of P, Y, Z and ZX (excluding elected officials in Unit Y) as negotiated with represented bargaining units. Granting of the Winter Recess for these specific unrepresented units 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:

There is no additional impact to the general fund as this cost was already budgeted.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:

The proposed recommended actions demonstrate the County's commitment in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of the County of Monterey.

- ☐ Well-Being and Quality of Life
- ☐ Sustainable Infrastructure for the Present and Future
- ☐ Safe and Resilient Communities
- ☐ Diverse and Thriving Economy
- ☒ Dynamic Organization and Employer of Choice

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Cc: Rupa Shah, Auditor-Controller