



County of Monterey

Item No.

Board Report

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

Legistar File Number: RES 24-150

August 20, 2024

Introduced: 8/9/2024

Current Status: Draft

Version: 1

Matter Type: BoS Resolution

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.9.5 Bilingual Skill Pay;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.49.1 Employment Bonus Programs; and
- c. Direct the Human Resources Department and Auditor-Controller's Office to implement the changes.

RECOMMENDATION:

It is recommended the Board of Supervisors consider adopting a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.9.5 Bilingual Skill Pay;
- b. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.49.1 Employment Bonus Programs; and
- c. Direct the Human Resources Department and Auditor-Controller's Office to implement the changes.

SUMMARY/DISCUSSION:

The Human Resources Department recommends the Board of Supervisors consider approving the amendments to the Personnel Policies and Practices Resolution (PPPR) No. 98-394 as indicated in Attachments A and B.

Bilingual Skill Pay

Employees who meet specified conditions are paid a bilingual skill pay differential. Under the current PPPR Section A.9.5 Bilingual Skill Pay, a maximum of five (5) Communications Dispatcher positions can be designated as bilingual skill pay eligible.

Emergency Communications is a 24/7 operation with over 50 dispatchers working across multiple shifts. The ability to have more than 5 primary bilingual dispatcher positions is critical to the operations of the department and safety of the community. The proposed amendment removes the reference to Communications Dispatcher positions thereby allowing for positions to be designated as bilingual based on operational need. The proposed amendment would also align the language with current practices.

Employment Bonus Programs

PPPR Section A.49.1 Employment Bonus Programs currently allows an employment bonus of up to \$10,000 (\$20,000 for Natividad) to be paid to newly hired permanent employees in eligible positions. While this provision has effectively enticed highly qualified individuals to join the County of Monterey, it has inadvertently rendered current employees ineligible for the bonus when seeking promotion to these eligible positions.

In the shared interest of both recruiting and retaining highly qualified individuals, the Human Resources Department collaborated with Natividad and the Health Department to recommend broadening eligibility criteria to encompass current employees aspiring to advance to these eligible positions. It is also recommended to restore alignment with our comparable agencies by reintroducing the link between Employment Bonus and 'Difficult To Fill' positions.

The proposed amendments seek to establish equitable and standardized remuneration practices across the organization and would serve as an incentive for retaining employees, aligning with the Human Resources Department's overarching objective of positioning the County of Monterey as the employer of choice.

For the reasons listed above, the Human Resources Department recommends the Board approve the amendments to the Personnel Policies and Practice Resolution (PPPR) as indicated in Attachments A and B.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department has conferred with the County Administrative Office, County Counsel, Natividad, Health Department, and Department of Emergency Communications. In addition, Service Employees International Union (SEIU) Local 521 has been notified of the recommendations.

FINANCING:

Any costs associated with these recommended actions will be absorbed within the departments' budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended actions address the Board of Supervisors' Administration Strategic Initiative and demonstrate the County's commitment to meeting the Board's initiatives by attracting, recruiting, and retaining a diverse, talented workforce that supports the mission of the County of Monterey.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared By: Robert Uribe, Management Analyst, x5202

Approved By: Andreas Pyper, Director of Human Resources, x5043

Attachments:

Attachment A - PPPR Amendment Redline

Attachment B - PPPR Amendment Clean

Resolution