

**Before the Board of Supervisors in and for the
County of Monterey, State of California**

Resolution No.: 24-XXX

PPPR Control No.

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 to modify Section A.9.5 Bilingual Skill Pay; and,
- 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.

WHEREAS, the Human Resources Department recommends amending Personnel Policies and Practices Resolution No.98.394 Section A.9.5 Bilingual Skill Pay to expand the number of Communications Dispatcher positions designated as eligible for the provision by removing the existing limitation of only five (5); and

WHEREAS, the Human Resources Department recommends amending Personnel Policies and Practices Resolution No.98.394 Section A.49.1 Employment Bonus Programs as a retaining tool by broadening the eligibility criteria to encompass current employees seeking to promote to eligible positions.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Supervisors in and for the County of Monterey, that Section A.9.5 Bilingual Skill Pay and Section A.49.1 Employment Bonus Programs of the Personnel Policies and Practices Resolution No.98-394 are amended as follows:

1. Section A.9.5 Bilingual Skill Pay

A.9.5.1 Unit Z Bilingual Skill Pay

An employee in Unit Z, who meets specified conditions, shall be paid a bilingual skill pay differential as provided for in the applicable memorandum of understanding.

To be designated as "bilingual," a position shall require the use of a second language on the average of at least thirty-three percent (33%) of the time.

A.9.5.2 Unit D and E Bilingual Skill Pay

An employee in Units D and E upon assignment by the Department Head, approval of the County Administrative Officer and successfully passing a proficiency test, shall be eligible for bilingual pay in the amount of twenty dollars (\$20) per pay period.

A.9.5.3 Unit ZX Bilingual Skill Pay

An employee in Unit ZX, upon assignment by the Department Head, approval of the County Administrative Officer and successfully passing a proficiency test, shall be eligible for bilingual pay in the amount of forty-five dollars (\$45) per month. Pursuant to the NMC HR MOU Regarding Delegation of HR Functions, the NMC Chief Executive Officer may approve such action for employees employed by Natividad Medical Center.

2. Section A.49 Employee Incentive Programs

A.49.1 Employment Bonus Programs

- a) All positions except those at Natividad Medical Center

An employment bonus of up to \$10,000 may be paid to successful applicants or current employees hired or promoted into eligible permanent positions designated as “difficult-to-fill”, as determined by the County Administrative Officer or designee and upon recommendation from the Department Head or designee. Eligibility for and payment of this bonus shall be in accordance with the Administrative Procedure established by the County Administrative Officer.

- b) Natividad Medical Center

An employment bonus of up to \$20,000 may be paid for permanent ‘difficult-to-fill’ positions as determined by the NMC CEO. Eligibility for and payment of this bonus shall be in accordance with the Administrative Procedure established by the County Administrative Officer.

BE IT FURTHER RESOLVED, that the Board of Supervisors in and for the County of Monterey hereby directs the Human Resources Department and Auditor Controller’s Office to implement the actions.

PASSED AND ADOPTED on this _____ day of _____, 2024, by the following vote, to wit:

AYES:

NOES:

ABSENT:

I, Valeria Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book _____ for the meeting on _____, 2024.

Dated:

Valerie Ralph, Clerk of the Board of Supervisors
County of Monterey, State of California.

By _____
Deputy