

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

Resolution No. 11-255

PPPR Control No. 11-005

Adopt a Resolution:

- a. Amending the County's Personnel Policy and Practices resolution affecting the O, P, X, Y and Z employee classifications;
- b. Providing for closure of certain County departments between December 25, 2011 and January 1, 2012;
- c. Amending the County budget to add certain identified positions;
- d. Rescinding layoff notices issued to employees in certain identified positions; and
- e. Authorizing the County Administrative Officer and Auditor-Controller to take such other and further actions as may be necessary or appropriate to implement the intent and purposes of this resolution including, but not limited to, extending the effective date of lay-off notices to July 30, 2011, issued to unrepresented employees identified in the Administrative Officer's discretion whose positions may be restored in the budget.

BE IT RESOLVED, by the Board of Supervisors of the County of Monterey as follows:

- a. Sections A.40.2 and A.40.3 of the County's Personnel Policy and Practices resolution affecting the O, P, X, Y and Z employee classifications are amended to read:

A.40.2 Management Retirement Contribution

The County shall, on behalf of the employee, pay 3.5% (three and one half percent) of the 7% (seven percent) employee's retirement (CalPERS) contribution for all non-safety regular employees in Units X, Y and members of the Board of Supervisors (Unit O) who elect to participate in the County CalPERS program. Non-safety Unit X, Y and O employees shall pay 3.5% (three and one half percent) of the 7% (seven percent) employee contribution. Safety employees in Units X and Y shall pay 4.5% more toward CalPERS retirement than the amount being paid by the employee as of July 12, 2011.

A.40.3 Miscellaneous Employees Retirement Contribution

The County shall, on behalf of the employee, pay 3.5% (three and one half percent) of the 7% (seven percent) employee's retirement (CalPERS) contribution for all regular employees in Units P and Z. Unit P and Z employees shall pay 3.5% (three and one half percent) of the 7% (seven percent) employee contribution.

- b. County departments shall close between December 25, 2011 and January 1, 2012 to minimize the County's carbon footprint if they are able to do so in the opinion of the Department Head and upon consultation with the CAO where appropriate. Employees in Units P, X and Z shall receive four paid days (equivalent to 32 hours for a full-time employee) to use during the Winter Recess for fiscal year 2011-12 only. Department heads with operations that must remain open during this Winter Recess, including 24/7 operations, are granted discretion in implementing this benefit;
- c. The County budget is amended to add the positions identified in Attachment A to this resolution;
- d. Any layoff notices issued to employees in the positions identified in Attachment A are rescinded; and,
- e. The County Administrative Officer and Auditor-Controller are authorized to take such other and further actions as may be necessary or appropriate to implement the intent and purposes of this resolution including, but not limited to, extending the effective date of lay-off notices to July 30, 2011, issued to unrepresented employees identified in the Administrative Officer's discretion whose positions may be restored in the budget.

**PASSED AND ADOPTED** this 12<sup>th</sup> day of July, 2011 upon motion of Supervisor Potter, seconded by Supervisor Calcagno, by the following vote:

AYES: Supervisors Armenta, Calcagno, Salinas, Potter, and Parker  
NOES: None  
ABSENT: None

I, Gail T. Borkowski, 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 75 for the meeting on July 12, 2011.

Dated: July 19, 2011

Gail T. Borkowski, Clerk of the Board of Supervisors  
County of Monterey, State of California

By Denise Hancock  
Deputy

## Summary of Recommended Position Restorations

Fund	Department	Position Restorations:				Estimated Cost <sup>2</sup>
		DSA	Prob Assoc <sup>1</sup>	SEIU	FTE	
001	Assessor-Clerk-Recorder	-	-	1.00	1.00	70,163
001	Child Support Services	-	-	1.00	1.00	116,415
001	Resource Management	-	-	2.00	2.00	192,010
001	Sheriff-Coroner	11.00	-	3.00	14.00	2,014,856
001	Probation	-	27.00	6.00	33.00	2,875,271
001	District Attorney	-	-	1.00	1.00	109,281
001	Health	-	-	1.00	1.00	108,333
		11.00	27.00	15.00	53.00	5,486,329
007	DSES-OET <sup>3</sup>	-	-	4.00	4.00	225,064
	<b>Totals<sup>3</sup></b>	<b>11.00</b>	<b>27.00</b>	<b>19.00</b>	<b>57.00</b>	<b>5,711,393</b>

<sup>1</sup>. Includes 21 position restorations using VLF funding restored in the State budget & 6 position restorations made possible with projected savings from the 6/29/11 Probation Association agreement. Includes 1.0 Probation Services Manager (unit L).

<sup>2</sup>. Represents Salary & Benefit costs. Related Services & Supplies costs included for DSA, SEIU, & Probation Association position restorations. Services & Supplies costs for position restorations funded by VLF restoration and the new WJIB grant to be determined and addressed through a subsequent Board of Supervisors Report.

<sup>3</sup>. The Department of Social & Employment Services will return to the Board on July 26, 2011 with a separate report to restore its General Fund positions. The Department's preliminary estimate of the cost of general fund position restorations is \$593,261.

## Position Restorations Made Possible by Restoration of VLF-Funded Probation Programs

Fund	Department	Position ID	Title	Barg Unit	FTE	Estimated Cost <sup>1</sup>
001	Probation	60F890003	Juvenile Institutions Officer II	M	1.00	\$76,236
001	Probation	60F890004	Juvenile Institutions Officer II	M	1.00	78,386
001	Probation	60F890005	Juvenile Institutions Officer II	M	1.00	78,645
001	Probation	60F890007	Juvenile Institutions Officer II	M	1.00	82,242
001	Probation	60F890008	Juvenile Institutions Officer II	M	1.00	85,031
001	Probation	60F890010	Juvenile Institutions Officer II	M	1.00	91,455
001	Probation	60F890013	Juvenile Institutions Officer II	M	1.00	82,376
001	Probation	60F890014	Juvenile Institutions Officer II	M	1.00	91,455
001	Probation	60F890015	Juvenile Institutions Officer II	M	1.00	76,353
001	Probation	60F890016	Juvenile Institutions Officer II	M	1.00	82,131
001	Probation	60F890009	Juvenile Institutions Officer II	M	1.00	75,828
001	Probation	60F890012	Juvenile Institutions Officer II	M	1.00	88,742
001	Probation	60F890004	Juvenile Institutions Officer II	M	1.00	96,808
001	Probation	60F890011	Juvenile Institutions Officer II	M	1.00	86,706
001	Probation	60F890003	Juvenile Institutions Officer II	M	1.00	80,540
001	Probation	60F840001	Probation Services Manager	L	1.00	155,158
001	Probation	60F230002	Deputy Probation Officer III	M	1.00	121,466
001	Probation	60F220008	Deputy Probation Officer II	M	1.00	109,858
001	Probation	80E210001	Office Assistant II	J	1.00	57,169
001	Probation	80E210003	Office Assistant II	J	1.00	50,202
001	Probation	60F020007	Probation Aide	J	1.00	59,899
001	Probation	60F020003	Probation Aide	J	0.50	22,851
001	Probation	60F020004	Probation Aide	J	0.50	29,337
001	Probation	60F020009	Probation Aide	J	0.50	24,069
001	Probation	60F020011	Probation Aide	J	0.50	26,297
001	Probation	60F870001	Juvenile Institutions Supervisor	N	1.00	118,442
001	Probation	60F220003	Deputy Probation Officer II	M	1.00	93,688
001	Probation	60F230006	Deputy Probation Officer III	M	1.00	135,000
					<b>26.00</b>	<b>2,256,370</b>
			Title IVE Offset:			-56,582
			VLF Total:			<b>2,199,788</b>
			Services & Supplies: <sup>1</sup>			0
			Total FTEs/Cost:			<b>2,199,788</b>

<sup>1</sup> Represents estimated Salary & Benefit cost. Department advises that related Services & Supplies costs to be determined and financed through available VLF revenues.

## Position Restorations Made Possible by Ratification of Probation Association Agreement

Fund	Department	Position ID	Title	Barg Unit	FTE	Estimated Cost
001	Probation	60F890023	Juv Institutions Officer II _Echo Unit	M	1.00	96,808
001	Probation	60F890017	Juv Institutions Officer II _Echo Unit	M	1.00	96,808
001	Probation	60F890026	Juv Institutions Officer II _Echo Unit	M	1.00	96,808
001	Probation	60F890020	Juv Institutions Officer II _Echo Unit	M	1.00	96,808
001	Probation	60F890036	Juv Institutions Officer II _Echo Unit	M	1.00	96,808
001	Probation	60F870001	Juv Institutions Officer Sup	N	1.00	118,442
					6.00	602,482
						Services & Supplies: <sup>1</sup>
						121,716
						Total FTEs/Cost:
						724,198

## Position Restorations Made Possible by Ratification of Deputy Sheriffs' Association Agreement

Fund	Department	Position ID	Title	Barg Unit	FTE	Estimated Cost <sup>1</sup>
001	Sheriff-Coroner	36A820001	Sheriff's Commander	C	1.00	\$183,660
001	Sheriff-Coroner	36A820001	Sheriff's Commander	C	1.00	183,660
001	Sheriff-Coroner	36A240002	Investigative Sergeant	B	1.00	158,476
001	Sheriff-Coroner	36A240003	Investigative Sergeant	B	1.00	158,476
001	Sheriff-Coroner	36A230001	Sheriff's Sergeant	B	1.00	154,490
001	Sheriff-Coroner	36A230005	Sheriff's Sergeant	B	1.00	154,490
001	Sheriff-Coroner	36A230006	Sheriff's Sergeant	B	1.00	154,490
001	Sheriff-Coroner	36E230009	Correctional Sergeant	B	1.00	154,490
001	Sheriff-Coroner	36E230010	Correctional Sergeant	B	1.00	154,490
001	Sheriff-Coroner	36E230011	Correctional Sergeant	B	1.00	154,490
001	Sheriff-Coroner	36E230001	Correctional Sergeant	B	1.00	154,490
						1,765,702
			Services & Supplies: <sup>1</sup>			0
			Total FTEs/Cost:		11.00	1,765,702

<sup>1</sup>. Represents estimated Salary & Benefit cost. Department advises that related Services & Supplies costs are covered in existing budget.

## Position Restorations Made Possible by Ratification of SEIU Local 521 Agreement

Fund	Department	Position ID	Title	Barg Unit	FTE	Estimated S&B Cost	Estimated S&S Cost	Estimated Total Cost	
001	Assessor-Clerk-Recorder	80E210007	Office Assistant II	J	1.00	58,913	11,250	70,163	
001	Child Support Services	80D230002	Legal Process Clerk	J	1.00	60,914	55,501	116,415	
001	Resource Management	43C010001	Land Use Technician	J	1.00	85,096	12,291	97,387	
001	Resource Management	43C010003	Land Use Technician	J	1.00	82,332	12,291	94,623	
001	Sheriff-Coroner	70N100001	Inmate Services Specialist	J	1.00	62,561	15,998	78,559	
001	Sheriff-Coroner	70N100002	Inmate Services Specialist	J	1.00	62,561	15,998	78,559	
001	Sheriff-Coroner	80B220001	Legal Secretary	J	1.00	76,038	15,998	92,036	
001	Probation	60F020011	Probation Aide	J	1.00	63,158	9,843	73,001	
001	District Attorney	80B240001	Supervising Legal Secretary	J	1.00	89,078	20,203	109,281	
001	Health	34H340002	Dep Public Admin./Guardian	J	1.00	93,579	14,754	108,333	
001	Social & Employment Services	To Be Determined <sup>1</sup>				TBD	508,364	84,897	593,261
					10.00	1,242,594	269,024	1,511,618	

<sup>1</sup> The Department of Social & Employment Services will return to the Board on July 26, 2011 with a separate report to restore positions. The Department's preliminary estimate of the cost of these positions is \$593,261.

## Position Restorations Made Possible by Workforce Investment Board Grant

Fund	Department	Position ID	Title	Barg Unit	FTE	Estimated Cost <sup>1</sup>
007	DSES-OET	60G210024	WIB Representative II	J	1.00	\$56,266
007	DSES-OET	60G210025	WIB Representative II	J	1.00	56,266
007	DSES-OET	60G210027	WIB Representative II	J	1.00	56,266
007	DSES-OET	60G210028	WIB Representative II	J	1.00	56,266
					4.00	225,064

<sup>1</sup>. Represents estimated Salary & Benefit cost. Related Services & Supplies costs to be determined and included in a subsequent report to the Board of Supervisors, which will provide financing details and modifications to revenues and appropriations for restored positions.