

# MONTEREY COUNTY



## COUNTY ADMINISTRATIVE OFFICE

LEW C. BAUMAN  
COUNTY ADMINISTRATIVE OFFICER

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December 9, 2011

Frank Garden  
SEIU  
334 Monterey Street  
Salinas, CA 93901

RE: MRC 66183 – 521  
MRC 66184 – 521  
MRC 66185 – 521  
MRC 66186 – 521  
MRC 67104 – 521

Dear Frank:

### *Statement of the issue:*

Since the implementation of the ERP (payroll) system, employees eligible for FLSA overtime in Units F, J, H, and K have not received the full amount of overtime for which they are eligible.

### *Settlement of the above grievances:*

The County is currently taking measures to correct the problem. However, it may take time to complete the adjustments to ERP and pay all eligible employees.

Any employee who has not been paid the appropriate amount of overtime by November 24, 2011 will receive an additional 5% wage compensation of the overtime due that employee, as compensation for the delay. This amount will be *calculated by multiplying 0.05 times the amount of unpaid overtime*. Any employee who has not been paid the appropriate amount of overtime by December 31, 2011, will receive an additional 1% wage compensation for a total of 6% wage compensation; *calculated by multiplying 0.06 times the amount of unpaid overtime*. Eligible employees who have not been paid the appropriate amount of overtime after December 31, 2011 will be paid an additional 1% wage compensation for a total of 7% wage compensation; *calculated by multiplying the amount of unpaid overtime by 0.07*. In other words, all eligible employees will be paid an additional 5% wage compensation if paid before November 23, 2011. If the eligible employee is paid between November 24, 2011 and December 31, 2011 (inclusive) then the employee will be paid 6% wage compensation. If the overtime is paid after December 31, 2011, the eligible employee will be paid 7% wage compensation of the amount of unpaid overtime.

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This solution has been mutually agreed upon by the County and the Union on November 3, 2011. No modifications of this agreement shall be binding unless they are in writing and are signed by an authorized representative of the County of Monterey and the Union.

County of Monterey:

SEIU Local 521:

  
Brette Neal  
Acting Labor Relations Manager

  
Frank Garden  
SEIU Local 521 Representative

Date: 1/18/2012

Date: 1/18/2012