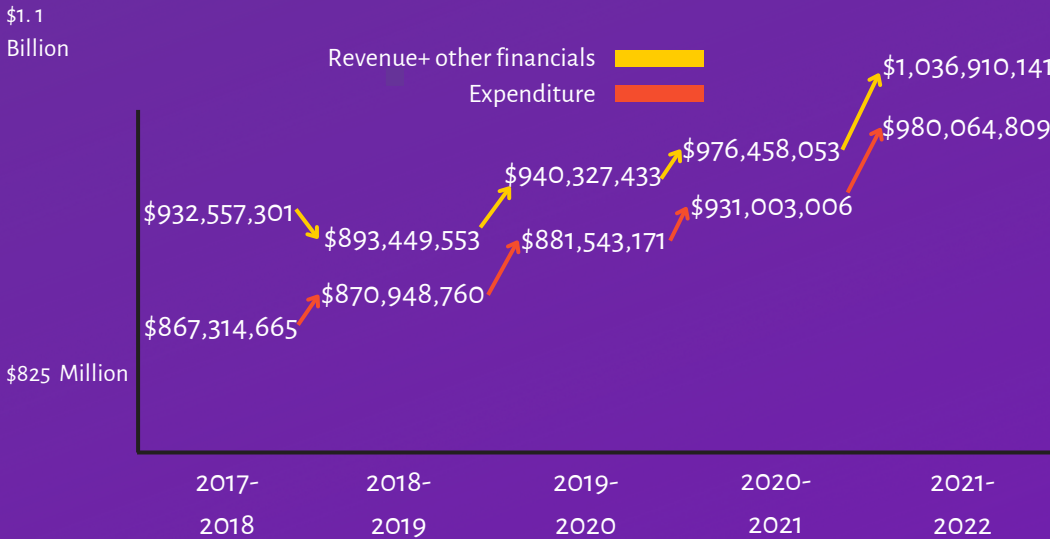


# MONTEREY COUNTY

## KEY BUDGET INSIGHTS

The following information shows portions of the County’s actual financial performance. **Monterey County can: hire 100% of 700+ unfilled vacancies, invest in recruitment and retention, and provide affordable healthcare.** Instead, the County prioritizes their bottom line that accounts for \$56 million in profit. This financial information was taken from the County’s own audit and Monterey County’s Comprehensive Annual Financial Report (CAFR).\*

### REVENUE V. EXPENDITURE



“The County’s own data shows they can address their vacancy crisis + short-staffing using existing funds- but they continue to refuse to hire and retain staff while restricting critical services we provide to the community. We can only win if we all join together to stand up for our careers, families, and community. Your involvement is key to help us build leverage in negotiations.”



**David Rosen**  
SEIU 521  
Monterey  
County Chapter  
President

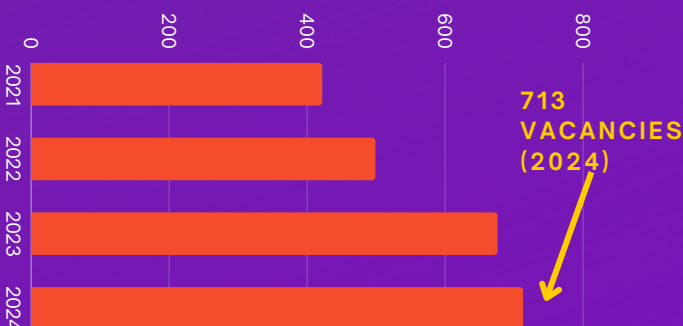
“**Revenue**” is defined as the total amount of operating money Monterey County’s uses for public services like Road Funds, or Enterprise Funds and local and state tax dollars. “**Expenditure**” is the total amount of money spent from the revenue they receive. Monterey County historically spends an average of \$50-\$70 million below their budgeted expenditures.

### OPERATING PROFITS

From 2022-2023 Monterey County ended their budget year with a **\$56,043,436** operating profit. Our members want to see the County and its workforce thrive. With \$56+ million in profit, the County can lift workers and our families up with proven and socially responsible investments in public services that workers and residents agree are desperately needed.



### VACANCY RATES



Vacancies increased by 69% from 2021-2024. Vacancies make up more than 10% of overall budgeted positions in seven county departments. In four of those departments, vacancies make up 15% of budgeted positions.

# OUR UNION CAN WIN!

We've secured important contract protections and improvements to our working conditions, **but more is possible!** **SEIU 521 Monterey County** members agree we need higher wages to combat inflation, recruit more workers, and afford the healthcare we deserve. Monterey County can care for us like we do for the residents we serve. Activating your membership is the most important step you can take today to help build strength in numbers.



Scan QR code to become a member!



Scan QR code to become a C.A.T.!

## WAGE STUDIES + SPECIAL PAY

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- We won and completed wage studies for many job classifications county-wide, bringing hundreds of workers to market-average.
- SEIU 521 Sheriff's Internet Technology Department members won an increase to On-Call Pay.
- Together we won Cash Out Floating Holidays and Winter Recess for all members in the 911 Emergency Communications Department.
- \$1,000 Healthcare Workers Stabilization Bonus in 2023.

## BENEFITS AND WORKER RIGHTS

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- We won increases to employer health care contributions for PERS platinum plans.
- SEIU 521 membership worked together to reinstate in-person New Employee Orientations county-wide to build up SEIU 521 membership power.
- We won a settlement of \$500 per worker in Unit-H for all previously incorrectly loaded educational hours, establishing a precedent for all future educational claims.
- Juneteenth – June 19 (New County Holiday Starting in 2021)

**SEIU 521**

For more updates & alerts visit: [www.seiu521.org/montereycounty](http://www.seiu521.org/montereycounty)