

# Emergency Communications Executive Board

---

## ECD Executive Board Action 25-002

Date: November 14, 2024

Presented by: ECD Staff On behalf of: County of Monterey ECD

### Action:

*Authorize the Emergency Communications Department to retain Fiscal Year (FY) 2023-24 surplus and recommend the funds be added to the FY2024-25 budget to pay for the estimated \$533,000 unbudgeted payroll cost increases resulting from new labor agreements.*

### **FISCAL YEAR 2023/24 SURPLUS**

The Emergency Communications Department concluded FY 2023-24 with a robust operating surplus in Fund 028. Following necessary adjustments—including crediting the General Fund with FY23 Prop 172 overcollections, recovering FY24 Prop 172 shortfalls, and allocating previously obligated funds for the completion of the delayed Security Fence project—**a total of \$505,554 in fund balance is now available for allocation at the Board's discretion.**

Key drivers contributing to this available surplus include effective financial management, increased revenue collections, and strategic cost savings initiatives throughout the fiscal year. This surplus presents an opportunity for the Board to fund FY24-25 personnel costs resulting from new labor agreements with no increased collections this fiscal year.

The Department anticipating being able to cover the gap between available surplus and new payroll obligations through services and supplies savings.

### **MAJOR REVENUE OVERAGES:**

- \$38k overbudget in investment income (\$73,248 total investment income received)
- \$56k late fees – none budgeted.
- \$15k underbudget for POST reimbursement. Classes are now online.

### **MAJOR EXPENSE SAVINGS:**

- \$99k under budget for Salaries & Benefits (.8% under total budget of \$12.3 million)
- \$140k under budget due to timing of payments to CentralSquare for CAD maintenance
- \$75k Under Budget in CAD rehost

### **ECD DISPATCH RESERVE STATUS**

\$2,369,717 reserve balance at the end of FY24 (this does not include the surplus being discussed in this Action Item). This is 16% of the FY25 operating budget. No reserve contribution is budgeted in FY24-25.

*Target balance is 15% of the operating budget.*

**NEED FOR FUNDING INCREASE:**

The total projected increase in personnel costs for FY24-25 is estimated at \$533,000. This \$533,000 is comprised of:

- 1. Units F&J SEIU Contract Increases - 68 Budgeted FTEs Impacted - **\$491,000**  
SEIU contract changes impacted 21.21 pay periods (81.3% of the year). The pro-rated increase resulting from this contract is approximately \$491,000 in FY25.

Major Cost Drivers:

- 4% Base Wage Increase Effective September 2024. Followed by 4% per year for the next 2 years.
  - o **Total FY25 Impact: \$248,000**
- Longevity Pay – 2.5% @ 10 Years. 3.5% at 15 years. 5.5% at 20 years.
  - o **Total FY25 Impact: \$138,000.**
- Cesar Chavez Holiday Added.
  - o **Total FY25 Impact: \$39,000**
- 17% County Healthcare Contributions Increase in FY25 and 9% in FY26 and FY27.
  - o **Total FY25 Impact for ~6 months of filled positions: \$66,000**

- 2. Units X, XY, Y, Z Pending Compensation Changes - **\$42,000**

Unit X’s contract through union CEMA is set to expire on December 31, 2024. Based on historical precedent, it is anticipated that units XY, Z, and Y will be aligned with unit X. If these units receive the same adjustments as units F and J, the expected increase will be \$42,000.

**Executive Board Action**

Modification to requested action: Yes \_\_\_ No \_\_\_

Vote Date 11/14/2024

Motion by \_\_\_\_\_ 2<sup>nd</sup> \_\_\_\_\_

/s/ Chair \_\_\_\_\_ Date Signed: \_\_\_\_\_

Yeas: \_\_\_\_\_

Nays: \_\_\_\_\_