

County of Monterey and Monterey County Deputy Sheriff’s Association (DSA) Negotiations Summary

On June 27, 2024 a Tentative Agreement was reached between the County of Monterey and DSA. DSA ratified this agreement on July 8, 2024. The Board of Supervisors approved this agreement on July 9, 2024.

Article	Description
Term	7/9/2024 – 6/30/2027
Wages	<ul style="list-style-type: none"> • 3% first full pay period following Association ratification and BOS approval. • 3% first full pay period in July 2025. • 4% first full pay period in July 2026.
Health Insurance Benefit	<ul style="list-style-type: none"> • The fixed County elective contribution towards the cost of CalPERS health plans shall remain status quo for coverage year 2024. • The County shall provide a fixed elective contribution towards the cost of CalPERS health plans as follows effective coverage year 2025: <ul style="list-style-type: none"> ○ \$839 for employee only ○ \$1,811 for employee plus one ○ \$2,330 for employee plus family For each month that the full County non-elective and elective contributions are not used by an employee to obtain benefit options under this plan (excluding optional post-tax benefits), the full amount of funds not utilized shall be forfeited. • The County shall provide a fixed elective contribution towards the cost of CalPERS health plans as follows effective coverage year 2026: <ul style="list-style-type: none"> ○ \$881 for employee only ○ \$1,902 for employee plus one ○ \$2,446.45 for employee plus family For each month that the full County non-elective and elective contributions are not used by an employee to obtain benefit options under this plan (excluding optional post-tax benefits), the full amount of funds not utilized shall be forfeited. • The County shall provide a fixed elective contribution towards the cost of CalPERS health plans as follows effective coverage year 2027: <ul style="list-style-type: none"> ○ \$925 for employee only ○ \$1,997 for employee plus one ○ \$2,569 for employee plus family For each month that the full County non-elective and elective contributions are not used by an employee to obtain benefit options under this plan (excluding optional post-tax benefits), the full amount of funds not utilized shall be forfeited.

County of Monterey and Monterey County Deputy Sheriff's Association (DSA) Negotiations Summary

On June 27, 2024 a Tentative Agreement was reached between the County of Monterey and DSA. DSA ratified this agreement on July 8, 2024. The Board of Supervisors approved this agreement on July 9, 2024.

Special Pay Practices	<p>7.4 Longevity Pay</p> <p>Unit members who have completed twenty (20) years of County service prior to the first full pay period following July 1, 2024, shall receive premium pay of six percent (6%).</p> <p>Effective the first full pay period following Association ratification and Board of Supervisors approval of this agreement, permanent unit employees, who accrue:</p> <ul style="list-style-type: none">• Ten (10) consecutive years of service, shall receive a premium pay of two and a half percent (2.5%) of their base wage.• Fifteen (15) consecutive years of service, shall receive a premium pay totaling three and a half percent (3.5%) of their base wage.• Twenty (20) consecutive years of service, shall receive a premium pay totaling five and half percent (5.5%) of their base wage.
Holiday Leave	The County agrees to observe Cesar Chavez (March 31st) as a County holiday effective calendar year 2025.
Classification Plan Maintenance	<p>XX.1 Classification Study Requests</p> <p>Parties agreed to a specific process for the request of classification studies to be effective calendar year 2025.</p> <p>XX.2 Working Out of Class Pay</p> <p>Language was updated with regards to eligibility and the compensation associated with Working Out of Class assignments.</p>