

**Negotiations between County of Monterey and the Monterey County Probation Managers Association (MCPMA)  
2024**

**Date Passed – September 4, 2024**

**Tentative Package Agreement:** Acceptance of this proposal by MCPMA results in the acceptance of all provisions herein. After agreement on these terms is reached, the County and MCPMA agree to finalize the Memorandum of Understanding, no later than November 1, 2024, for MCPMA to reflect these terms as well as clean up existing language as necessary. Summary of the proposed terms (full language to follow):

**ARTICLE 2 TERM**

The County and MCPMA agree to a three (3) year term ending June 30, 2027.

**ARTICLE 5 COMPENSATION**

**5.1 Compensation**

- Year 1- 4.0% effective the first full pay period following Association ratification and Board of Supervisors approval of this agreement.
- Year 2- 4.0% effective the first full pay period following July 1, 2025.
- Year 3- 4.0% effective the first full pay period following July 1, 2026.

**5.6 Longevity Pay**

Permanent unit employees, who accrue:

- 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 a half percent (5.5%) of their base wage.

Consecutive service years include service time worked as a permanent employee as long as there was no break in service greater than four (4) pay periods. Time while on protected leave(s) is considered for service credit. Service time of less than 1.0 FTE shall be pro-rated based on FTE.

The Longevity premium pay will be reported in accordance with PERS regulations section 571A. Elected Annual Leave Cash Out values will be inclusive of the longevity pay.

Eligible employees are required to complete and submit the required form to their respective Human Resources Department at least two (2) weeks prior to the employee's eligible date to ensure that the premium pay is processed in a timely manner. Retroactive payments will not be processed for those forms submitted late by the employee.

## ARTICLE XX CLASSIFICATION PLAN MAINTENANCE

With the exception of calendar year 2024, MCPMA may submit a request for a classification and/or base wage compensation study on behalf of MCPMA represented employee(s) between March 1st and May 31st of each calendar year. The Director of Human Resources may designate an alternate submission period due to operational considerations and/or to accommodate the County's budget preparation timeline. Classification and/or base wage compensation study requests by MCPMA will be received during this period only. Requests shall be submitted to the Human Resources Department Classification and Compensation Unit on the authorized request form. The maximum number of countywide requests shall be capped at two (2) per year.

After the close of the designated submission window, the Human Resources Department will review the submitted requests and evaluate factors such as: classification levels, compaction concerns, recruitment or retention difficulties, and additional responsibilities that are not within the scope of the existing classification specification. The Human Resources Department will determine which studies are warranted and the type of study to be conducted (i.e., classification study, classification specification review, base wage compensation review, etc.). MCPMA will be notified of each study the County finds not warranted within ten (10) working days. MCPMA will have ten (10) working days to appeal the decision with additional information as to why the study should be warranted or submit an alternate request in its stead.

The Human Resources Department will provide quarterly updates regarding the progress of the studies. The intent shall be to complete the studies within the fiscal year and will inform the Committee of any studies which will not be completed within this timeframe.

Upon request, the Human Resources Department shall provide a copy of the final Background and Findings report to MCPMA.

If there is a dispute concerning the findings of a study MCPMA may file a written appeal within ten (10) working days of receipt of the findings. The appeal should be filed with the assigned Classification and Compensation Analyst and the manager of the Classification and Compensation Unit and provide a detailed explanation for the basis of the appeal.

If the appeal is not resolved, MCPMA may appeal in writing to the Director of Human Resources, or designee, within ten (10) working days.

The decision of the Director of Human Resources, or designee, shall be final. The provisions of this section shall not be subject to the grievance procedure article of this Agreement.

If it is recommended that the worker be reclassified, all Personnel Policies and Practice Resolution (PPPR) provisions shall apply to classification studies.

## ARTICLE 7 HOLIDAYS

The County agrees to observe Cesar Chavez (March 31<sup>st</sup>) as a County holiday effective calendar year 2025.

## ARTICLE 10 BENEFITS

The County shall provide a fixed elective contribution towards the cost of the CalPERS Platinum health plan as follows:

- Remain status quo for CalPERS coverage year 2024
- Effective CalPERS coverage year 2025:
  - \$976.63 for employee only
  - \$2,117.56 for employee plus one
  - \$2,802.12 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.
- Effective CalPERS coverage year 2026:
  - \$1,064.53 for employee only
  - \$2,308.14 for employee plus one
  - \$3,054.31 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.
- Effective CalPERS coverage year 2027:
  - \$1,160.34 for employee only
  - \$2,515.87 for employee plus one
  - \$3,329.20 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 the CalPERS Gold health plan (or any other health plan offered by CalPERS) as follows:

- Remain status quo for CalPERS coverage year 2024
- Effective CalPERS coverage year 2025:
  - \$930 for employee only
  - \$2,000 for employee plus one
  - \$2,650 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.
- Effective CalPERS coverage year 2026:
  - \$1,013.70 for employee only
  - \$2,180.00 for employee plus one

- \$2,888.50 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.
- Effective CalPERS coverage year 2027:
  - \$1,104.93 for employee only
  - \$2,376.20 for employee plus one
  - \$3,148.47 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.

For County:

*Amy RODRIGUEZ*

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Signed by:

*Ariana Hurtado*

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Signed by:

*Jose Ramirez*

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For MCPMA:

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Signed by:

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