

**County of Monterey and Monterey County Probation Association (MCPA)  
2024 Negotiations Tentative Agreements Summary**

On September 4, 2024 a Tentative Agreement was reached between the County of Monterey and MCPA. The agreement was ratified by MCPA on September 9, 2024 and approved by the Board of Supervisors on September 10, 2024.

Article	Description
<b>Master Contract</b>	
Term	3-year term ending June 30, 2027
Compensation	<ul style="list-style-type: none"> <li>• 4% effective first full pay period following ratification and Board of Supervisors approval of agreement.</li> <li>• 4% effective first full pay period following July 1, 2025</li> <li>• 4% effective first full pay period following July 1, 2026</li> </ul>
Overtime	<ul style="list-style-type: none"> <li>• Updated language to reflect the County adopted 7k work schedule in accordance with FLSA.</li> </ul>
Special Pay Practices	<ul style="list-style-type: none"> <li>• Training Pay- converted training pay differential from 1% of base wages to \$1.50 per hour and added a provision for up to two (2) hours of prep time.</li> <li>• Added Juvenile Realignment Differential of \$2.00 per hour for Juvenile Institutions Officers I, II, Senior Juvenile Institutions Officers and Juvenile Institutions Supervisors.</li> </ul>
Holidays	<ul style="list-style-type: none"> <li>• County agreed to observe Cesar Chavez (March 31<sup>st</sup>) as a County holiday effective calendar year 2025.</li> </ul>
Classification Plan Maintenance	<ul style="list-style-type: none"> <li>• Added language establishing a practice on the submittal and completion of classification and compensation studies.</li> <li>• Standardized Working Out of Class Pay language.</li> </ul>
Longevity	<ul style="list-style-type: none"> <li>• Added retention stipend of \$1.00 per hour for employees completing 5 years of service which will cease when employee becomes eligible for longevity pay.</li> <li>• Added Longevity Pay as follows:               <ul style="list-style-type: none"> <li>○ 2.5% after 10 years of consecutive years of service</li> <li>○ 3.5% after 15 years of consecutive years of service</li> <li>○ 5.5% after 20 years of consecutive years of service</li> </ul> </li> </ul>
Benefits	<p>The County shall provide a fixed elective contribution towards the cost of the CalPERS Platinum health plan as follows:</p> <ul style="list-style-type: none"> <li>• Remain status quo for CalPERS coverage year 2024</li> <li>• Effective CalPERS coverage year 2025:               <ul style="list-style-type: none"> <li>○ \$976.63 for employee only</li> <li>○ \$2,117.56 for employee plus one</li> <li>○ \$2,802.12 for employee plus family</li> <li>○ 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.</li> </ul> </li> <li>• Effective CalPERS coverage year 2026:               <ul style="list-style-type: none"> <li>○ \$1,064.53 for employee only</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ \$2,308.14 for employee plus one</li> <li>○ \$3,054.31 for employee plus family</li> <li>○ 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.</li> <li>● Effective CalPERS coverage year 2027: <ul style="list-style-type: none"> <li>○ \$1,160.34 for employee only</li> <li>○ \$2,515.87 for employee plus one</li> <li>○ \$3,329.20 for employee plus family</li> <li>○ 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.</li> </ul> </li> </ul> <p>The County shall provide a fixed elective contribution towards the cost of the CalPERS Gold health plan (and all other health plans offered by CalPERS) as follows:</p> <ul style="list-style-type: none"> <li>● Remain status quo for CalPERS coverage year 2024</li> <li>● Effective CalPERS coverage year 2025: <ul style="list-style-type: none"> <li>○ \$930 for employee only</li> <li>○ \$2,000 for employee plus one</li> <li>○ \$2,650 for employee plus family</li> <li>○ 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.</li> </ul> </li> <li>● Effective CalPERS coverage year 2026: <ul style="list-style-type: none"> <li>○ \$1,013.70 for employee only</li> <li>○ \$2,180.00 for employee plus one</li> <li>○ \$2,888.50 for employee plus family</li> <li>○ 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.</li> </ul> </li> <li>● Effective CalPERS coverage year 2027: <ul style="list-style-type: none"> <li>○ \$1,104.93 for employee only</li> <li>○ \$2,376.20 for employee plus one</li> <li>○ \$3,148.47 for employee plus family</li> <li>○ 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.</li> </ul> </li> </ul>
Leave Provisions	<ul style="list-style-type: none"> <li>● Standardized Bereavement Leave language.</li> <li>● Updated Parental Leave language to document SB 848 compliance.</li> </ul>