

**County of Monterey and Service Employee International Union (SEIU) Local 521  
2024 Negotiations Tentative Agreements Summary**

On August 28, 2024 a Tentative Agreement was reached between the County of Monterey and SEIU Local 521. The agreement was ratified by SEIU Local 521 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
Union Rights	<ul style="list-style-type: none"> <li>• Clarified language regarding spokesperson for union official representatives.</li> <li>• Clarified language to indicate Union can request paid union leave in accordance with Article 5.12 of MOU for stewards.</li> <li>• Clarified language on the use of County email system.</li> <li>• Added provisions for Subject Matter Expert release time and release time for employees identified as witnesses who are testifying.</li> </ul>
Management Rights	<ul style="list-style-type: none"> <li>• Clarified language by adding reference to Meyers-Milias Brown Act as part of the exercising management rights.</li> </ul>
Committees	<ul style="list-style-type: none"> <li>• Modified Classification and Compensation Committee to meeting quarterly instead of monthly.</li> <li>• Replaced Public Works Accident Review Committee with a Public Works Joint Labor Management Committee and agreed that separate accident review meetings will be scheduled on an as-needed basis.</li> <li>• Eliminated the Natividad Commitment to Excellence Committee and the Natividad Sick Leave Bonus Committee</li> </ul>
Health and Safety	<ul style="list-style-type: none"> <li>• Added provision regarding Parks Division Personal Protective Equipment</li> <li>• Clarified language which reaffirms County and Union agree to engage in meet and confer process, as required, for implementation of department safety rules.</li> </ul>
Wages	<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> <li>• One time base wage increases for specific classifications as follows:               <ul style="list-style-type: none"> <li>○ 10% for Occupational Therapist and Occupational Therapist-PHC</li> <li>○ 5% for Physical Therapist, Physical Therapist-PHC, Senior Physical Therapist- PHC, Supervising Therapist-MTP and Speech Pathologist</li> <li>○ 10% for Supervising Nurse I, Supervising Nurse II, Supervising Clinic Nurse and Supervising Public Health Nurse</li> <li>○ 5% for Psychiatric Social Worker I, Psychiatric Social Worker II, Senior Psychiatric Social Worker, Behavioral Health Unit Supervisor and Clinical Psychologist</li> </ul> </li> </ul>
Performance Evaluations	<ul style="list-style-type: none"> <li>• Clarified language to provide employee ability to request an in-person meeting to review performance evaluation and request a hard copy of their performance evaluation.</li> </ul>

	<ul style="list-style-type: none"> <li>Added provision regarding process for Performance Improvement Plan (PIP)</li> </ul>
Probationary Period	<ul style="list-style-type: none"> <li>Clarified language for the application of the probationary period for Emergency Communication Department employees.</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>
Leaves	<ul style="list-style-type: none"> <li>Updated Natividad Paid Time Off accrual rates to add the addition of the new holiday.</li> <li>Moved Usage of Paid Time Off on Holidays provision from Article 16.2 to Article 15.</li> <li>Parties agreed to make the necessary MOU changes to implement existing Paid Time Off provisions for Emergency Communications employees in Units F and J.</li> </ul>
Longevity	<ul style="list-style-type: none"> <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> <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> </ul> </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 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> <p>If in 2027 the premiums for the PERS Gold plan increase by 15% or more, over the 2026 premiums, the County shall increase their fixed contribution. The County and the Union shall meet and confer to determined that increase.</p>
Winter Recess	The County agreed to extend the Winter Recess provision for the term of the contract.
Bilingual Pay	Clarified language regarding the usage requirement for primary and provisional bilingual pay.
Classification and Compensation Studies	Parties agree to meet no later than January 1, 2025 to review the existing process for union requested classification and compensation studies.
<b>Appendix A Unit J Specific</b>	
Shift Differential	<ul style="list-style-type: none"> <li>• Added night shift differential of \$2.00 per hour for Natividad employees only.</li> <li>• Increased Emergency Communication shift differential from \$1.55 per hour to \$2.00 per hour between 6pm to 6am on an hour for hour basis.</li> </ul>
On-Call	<ul style="list-style-type: none"> <li>• Clarified language regarding availability expectation and ability to report to work for employees placed on-call.</li> </ul>

Communications Training Officer Pay (CTO)	<ul style="list-style-type: none"> <li>Increased differential from \$3.00 per hour to \$4.00 per hour</li> <li>Updated assignment approval and training assignment length</li> </ul>
Charge Dispatcher Pay	<ul style="list-style-type: none"> <li>Increased differential from \$1.50 per hour to \$2.00 per hour</li> </ul>
Boots	<ul style="list-style-type: none"> <li>Parties agree to meet and review the existing County of Monterey Safety Boot Program to include allowance amount and eligible classifications.</li> </ul>
Sheriff Canine Handler	<ul style="list-style-type: none"> <li>Added provision which provides a 5% differential for employees assigned as Canine Handlers.</li> </ul>
Health Department Mobile Van Clinic	<ul style="list-style-type: none"> <li>Added provision which provides a stipend of \$1.50 per hour for employees assigned to the Health Department Mobile Van Clinic.</li> </ul>
<b>Appendix B Unit F Specific</b>	
Shift Differential	<ul style="list-style-type: none"> <li>Increased evening shift differential from \$2.00 per hour to \$2.50 per hour for Natividad employees only.</li> <li>Increased night shift differential from \$3.50 per hour to \$3.75 per hour for Natividad employees only and updated classification eligibility list.</li> <li>Increased Emergency Communication shift differential from \$1.55 per hour to \$2.00 per hour between 6pm to 6am on an hour for hour basis.</li> </ul>
On-Call	<ul style="list-style-type: none"> <li>Clarified language regarding availability expectation and ability to report to work for employees placed on-call.</li> <li>Added provision for mandatory on-call assignments for the Department of Social Services.</li> <li>Added on-call pay of \$20 per hour for Supervising Respiratory Care Practitioner at Natividad.</li> <li>Increased on-call pay for Supervising Nurse I/II at Natividad from \$20 per hour to \$22 per hour.</li> </ul>
Overtime	<ul style="list-style-type: none"> <li>Added Special Overtime Provision to all Unit F employees allowing Department Head to approve 16 extra hours for exempt employees to be paid at straight time.</li> <li>Clarified language regarding call back for Natividad when employees respond to an inquiry from the unit Director or House Administrative Nurse.</li> </ul>
Special Pay Practices	<ul style="list-style-type: none"> <li>Deleted the Crisis Team provision</li> <li>Added provision which provides a stipend of \$1.50 per hour for employees assigned to the Health Department Mobile Van Clinic.</li> <li>Added provision which provides a 5% differential for employees assigned as Canine Handlers.</li> <li>Deleted Health Information Management Coding Supervisor certification pay.</li> <li>Added Behavioral Health Unit Supervisor licensure stipend of \$110 per year.</li> <li>Removed Emergency Communications competency pay limit of 2 employees per year.</li> <li>Increased Communications Training Officer Pay differential from \$3.00 per hour to \$4.00 per hour and updated assignment approval and training assignment length.</li> </ul>

	<ul style="list-style-type: none"> <li>Increased Supervising Nurse certification pay from \$1.05 per hour to \$1.15 per hour for both Natividad and Health Department employees.</li> </ul>
Sick Leave Bonus	<ul style="list-style-type: none"> <li>Updated language to clarify only Supervising Clinic Nurses assigned to Natividad outpatient clinics are eligible for sick leave bonus.</li> </ul>
Workload	<ul style="list-style-type: none"> <li>Added definition of workload for Aging and Adult Services, Family and Childrens Services, Community Benefits and Behavioral Health.</li> </ul>
Title IV-E Intern Assignment	<ul style="list-style-type: none"> <li>Added language that provision applies to Aging and Adult Services.</li> <li>Increased stipend from \$150 per month to \$200 per month.</li> </ul>
Boots	<ul style="list-style-type: none"> <li>Parties agree to meet and review the existing County of Monterey Safety Boot Program to include allowance amount and eligible classifications.</li> </ul>
<b>Appendix C Unit H Specific</b>	
Shift Differentials	<ul style="list-style-type: none"> <li>Increased evening shift differential from \$2.00 per hour to \$2.25 per hour for Natividad employees only.</li> <li>Increased night shift differential from \$3.50 per hour to \$3.75 per hour for Natividad employees only.</li> </ul>
Longevity	<ul style="list-style-type: none"> <li>Added grandfather language for Unit H employees eligible for current longevity provision and clarifying all employees newly eligible for longevity will fall under countywide longevity pay provision.</li> </ul>
On-Call	<ul style="list-style-type: none"> <li>Clarified language regarding availability expectation and ability to report to work for employees placed on-call.</li> <li>Updated eligibility lists for Natividad only on-call pay tiers/categories</li> </ul>
Sick Leave Bonus	<ul style="list-style-type: none"> <li>Updated eligibility lists for Natividad only sick leave bonus tiers/categories</li> </ul>
Special Pay Practices	<ul style="list-style-type: none"> <li>Deleted certification pay for Central Sterile Technicians</li> <li>Added Pediatric Sonography certification or competency pay of \$1.15 per hour.</li> <li>Added Nursing Assistant certification pay of 5%.</li> <li>Added provision which provides a stipend of \$1.50 per hour for employees assigned to the Health Department Mobile Van Clinic.</li> </ul>
<b>Appendix D Unit K Specific</b>	
Shift Differentials	<ul style="list-style-type: none"> <li>Increased evening shift differential from \$2.00 per hour to \$2.25 per hour for Natividad employees only.</li> <li>Increased night shift differential from \$3.50 per hour to \$3.75 per hour for Natividad employees only.</li> </ul>
On-Call	<ul style="list-style-type: none"> <li>Clarified language regarding availability expectation and ability to report to work for employees placed on-call.</li> <li>Added provision for mandatory on-call assignments for the Department of Social Services.</li> </ul>
Overtime	<ul style="list-style-type: none"> <li>Added Special Overtime Provision to all Unit F employees allowing Department Head to approve 16 extra hours for exempt employees to be paid at straight time.</li> </ul>
Private Work	<ul style="list-style-type: none"> <li>Updated language to reflect employees engaging in outside employment shall adhere to Section B.14 Other Employment of the County of Monterey Personnel Policies and Practices Resolution.</li> </ul>
Special Pay Practices	<ul style="list-style-type: none"> <li>Updated Health Department licensure stipend to add stipend of \$110 per year for Psychiatric Social Workers and \$415 per year for Clinical Psychologists.</li> </ul>

	<ul style="list-style-type: none"><li>• Added provision which provides a stipend of \$1.50 per hour for employees assigned to the Health Department Mobile Van Clinic.</li></ul>
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