

**County of Monterey and Monterey County Park Rangers' Association (MCPRA)
2024 Negotiations Tentative Agreements Summary**

On September 11, 2024 a Tentative Agreement was reached between the County of Monterey and MCPRA. The agreement was ratified by MCPRA on September 16, 2024 and approved by the Board of Supervisors on September 17, 2024.

Article	Description
Master Contract	
Term	3-year term ending June 30, 2027
Compensation	<ul style="list-style-type: none"> • 4% effective first full pay period following ratification and Board of Supervisors approval of agreement. • 4% effective first full pay period following July 1, 2025 • 4% effective first full pay period following July 1, 2026
Holidays	<ul style="list-style-type: none"> • County agreed to observe Cesar Chavez (March 31st) as a County holiday effective calendar year 2025.
Classification Plan Maintenance	<ul style="list-style-type: none"> • Added language establishing a practice on the submittal and completion of classification and compensation studies.
Longevity	<ul style="list-style-type: none"> • Added Longevity Pay as follows: <ul style="list-style-type: none"> ○ 2.5% after 10 years of consecutive years of service ○ 3.5% after 15 years of consecutive years of service ○ 5.5% after 20 years of consecutive years of service
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"> • Remain status quo for CalPERS coverage year 2024 • Effective CalPERS coverage year 2025: <ul style="list-style-type: none"> ○ \$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: <ul style="list-style-type: none"> ○ \$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: <ul style="list-style-type: none"> ○ \$1,160.34 for employee only ○ \$2,515.87 for employee plus one ○ \$3,329.20 for employee plus family

	<ul style="list-style-type: none"> ○ 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. <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"> ● Remain status quo for CalPERS coverage year 2024 ● Effective CalPERS coverage year 2025: <ul style="list-style-type: none"> ○ \$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: <ul style="list-style-type: none"> ○ \$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: <ul style="list-style-type: none"> ○ \$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.
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