

**County of Monterey and Monterey County Counsel Employee Association (MCCEA)
2024 Negotiations Tentative Agreements Summary**

On October 25, 2024 a Tentative Agreement was reached between the County of Monterey and MCCEA. The agreement was ratified by MCPA on October 25, 2024. The Board of Supervisors approved the Agreement on November 12, 2024.

Article	Description
Master Contract	
Term	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.
Winter Recess	<ul style="list-style-type: none"> • Extend provision for term of the contract.
Classification Plan Maintenance	<ul style="list-style-type: none"> • Agree to meet no later than February 1, 2025 to review the existing process of union requested 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
Training Conferences	<ul style="list-style-type: none"> • Employees entitled to attend 2 MCLE events of Monterey County Bar Association or the Monterey County Women Lawyers Association.
Committees	<ul style="list-style-type: none"> • Form a joint workgroup to review current process for using County law and develop recommendations.
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.

	<ul style="list-style-type: none"> ● 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 ○ 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.
Additional Provisions	<ul style="list-style-type: none"> ● Base Wage Study- County agrees to implement the base wage adjustments found in the Deputy Public Defender II Base Wage Study conducted by Sloan Sakai in April 2024 beginning no later than July 2025 and concluding June 2027. Parties agree to meet and confer regarding Alameda County comparable. ● Attorney Base Wage Parity- County agrees to maintain historical parity between Prosecutor, Public Defender and County Counsel attorney classifications for base wages.