

County of Monterey and Monterey County Sheriff's Management Association (MCSMA) Negotiations Summary

On September 18, 2019 a Tentative Agreement was reached between the County of Monterey and MCSMA. MCSMA ratified this agreement on September 19, 2019. The Board of Supervisors approved this agreement on September 24, 2019.

Article	Description
Term	7/1/2019 – 6/30/2021
Wages	<ul style="list-style-type: none"> • 2% first full pay period following Association ratification and BOS approval. • 2% first full pay period in July 2020.
Medical Benefits	<ul style="list-style-type: none"> • Status Quo for the term of the agreement • Reopener to indicate that parties agree to reopen negotiations to meet and confer on employee contributions if the CalPERS Choice (Region 1) premiums increase by 6% or more. • Establish a Health Insurance Committee to work collaboratively in identifying long term financially sustainable healthcare cost sharing between the County and MCSMA.
Holidays	Christmas Eve to be an observed County holiday every year during the term of the agreement.
Special Pay Practices	<ul style="list-style-type: none"> • Add a Management POST Certificate Premium Pay of 1% effective first full pay period following July 1, 2020 for those employees who possess a Management Certificate issued by the Commission of Peace Officers Standards and Training. • Establish an Annual Professional Development Stipend of \$150/year on a reimbursable basis; employees shall submit receipts to their corresponding departments for professional related expenses and then, upon approval, will be reimbursed up to \$150 per calendar year.