

**Negotiations between County of Monterey and the Monterey County Sheriff's
Management Association (MCSMA)
2019**

Date Passed – 9/18/2019

Tentative Agreement between Monterey County and MCSMA

Package Proposal: The County of Monterey has an interest in reaching a multi-year agreement with MCSMA which balances the County's current fiscal obligations with the goals of the unit employees. MCSMA proposes the below contract terms as a package in order to maintain positive labor relations between County and MCSMA. Acceptance of this proposal by County results in the acceptance of all provisions herein. After agreement on these terms is reached, the County and MCSMA agree to finalize the Memorandum of Understanding, no later than December 31, 2019, for MCSMA to reflect these terms as well as clean up existing language as necessary. Summary of the proposed terms (full language to follow):

ARTICLE 5 TERM

The County and MCSMA agree to a two (2) year term ending June 30, 2021.

ARTICLE 6 WAGES

- Year 1- 2.0% effective the first full pay period following Association ratification and Board approval.
- Year 2- 2.0% effective the first full pay period following July 1, 2020.

ARTICLE 15 HOLIDAY LEAVE

- Christmas Eve- To be a County observed holiday every year. Currently Christmas Eve is an observed holiday only in the years in which it falls on a Monday, Tuesday, Wednesday or Thursday; the County proposes to remove this limitation.

ARTICLE 9 BENEFITS

- The County proposes a cost sharing of all future medical insurance premiums by modifying the County contribution towards employee medical insurance as follows:
 - 2020- Status quo benefits with the following provision:
 - In the event the increase of healthcare premiums for PERS Choice Region 1 for 2021 are equal to or greater than 6% the County has the option to reopen Article 9 Benefits of the agreement.
 - 2021- Status quo benefits with the following provision:
 - In the event the increase of healthcare premiums for PERS Choice Region 1 for 2022 are equal to or greater than 6% the County has the option to reopen Article 9 Benefits of the agreement.

- 9.5 Health Insurance Committee
In preparation for successor Memorandum of Understanding negotiations, the parties agree to meet monthly and work collaboratively on identifying long term financially sustainable healthcare cost sharing between the County and the Association.

The Health Insurance Committee shall begin meeting no later than November 1, 2019 and include the Association and other similarly situated bargaining groups. The Association shall have up to two (2) representatives for the committee.

Any outcomes or recommendations made through this committee shall be done by mutual agreement among the parties. An update on the progress of the committee shall be presented jointly to the Board of Supervisors no later than October 2020.

ARTICLE 7 SPECIAL PAY PRACTICES

MCSMA and the County of Monterey have a vested interest in encouraging the managers of the Sheriff's Office and District Attorney's Office to obtain and maintain advanced management degrees and certificates applicable to their management positions. In order to meet this mutual interest, MCSMA proposes a third premium pay be added to the POST Certificate Premium Pay as follows:

- Management POST Certificate Premium Pay- Those employees who possess, or meet the minimum qualifications to possess, a Management Certificate issued by the Commission of Peace Officers Standards and Training (POST) shall receive a Premium Pay equal to one percent (1%) of the employees' base pay effective the first full pay period following July 1, 2020.
- Annual Professional Development Stipend- Unit employees shall be eligible for an Annual Professional Development Stipend of up to \$150/year on a reimbursable basis. Employees shall submit receipts to their corresponding department for professional related expenses and then, upon approval, will be reimbursed up to \$150 per calendar

TA 9/18/19 @ 11:20 Am
For the County:

[Handwritten signatures for County representatives]

For MCSMA:

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