

**Negotiations between County of Monterey and the Monterey County Deputy Sheriffs'  
Association (MCDSA)  
2019**

**Date Passed – 10/22/2019**

**Tentative Agreement between Monterey County and MCDSA**

**ARTICLE 2 TERM**

The County proposes a 2-year term from July 1, 2019 to June 30, 2021.

**ARTICLE 6 WAGES**

The County of Monterey has an interest in reaching a multi-year agreement with MCDSA which balances the County's current fiscal obligations with the goals of the unit employees. As such, the County proposes the following base wage increases:

- Year 1- 1.7% the first full pay period following Association ratification and Board approval (no retro).
- Year 2- 3.0% effective the first full pay period following July 1, 2020.

**ARTICLE 7 SPECIAL PAY PRACTICES**

- **POST Certificate Premium Pay**-Effective the first full pay period following Association ratification and Board approval, POST Certificate Premium Pay shall increase as follows:
  - **Intermediate POST Certificate Premium Pay**- Those employees covered by this agreement who possess an intermediate POST certificate issued by the Commission of Peace Officer Standards and Training (POST) shall receive a Premium Pay equal to three percent (3.0%) of the employees' base pay.
  - **Advanced POST Certificate Premium Pay**- Those employees covered by this agreement who possess an advanced POST certificate issued by the Commission of Peace Officer Standards and Training (POST) shall receive a Premium Pay equal to five percent (5.0%) of the employees' base pay.

Employees shall receive no more than 5.0% for POST Certificate Premium Pay.

- **Training Officer Assignment**- Identify the classifications of District Attorney Investigator I, District Investigator II and District Attorney Investigator III as eligible to receive a Training Officer Assignment Premium Pay of 4.4% at the discretion of the Appointing Authority.

**ARTICLE 10 BENEFITS**

- The County proposes the following County contribution towards employee medical insurance:

- 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 14 Benefits Programs 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 14 Benefits Programs of the agreement.

- **10.5 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 15, 2019 and include the Association and other similarly situated bargaining groups. The Association shall have up to three (3) 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.

- **10.3 Life Insurance**

The County agrees to provide thirty-five thousand dollars (\$35,000) in group term life insurance coverage for Unit employees.

<b>ARTICLE 13 OVERTIME</b>
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- **13.1** When any member of the Unit works overtime voluntarily, performing duties normally assigned to a lower class, the overtime compensation shall be at the rate of one and one-half (1.5) times of either
  - A. The base rate of the highest step of the salary range of the lower paid class or;
  - B. The rate applicable to the employee's current step in his/her regular class, whichever is less.
- **13.3 Discretionary Time Off-** Eliminate the sunset language for the provision which allows two (2) DTO shifts per quarter.

<b>ARTICLE 14 VACATION</b>
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- Eliminate restriction for employees to begin accruing vacation until after 6 months of continuous employment.

**ARTICLE 16 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 18 ON-CALL**

- Incorporate the Tentative Agreement from 2016 negotiations (Attachment F) which was inadvertently excluded from the July 1, 2016- June 30, 2019 Memorandum of Understanding.

**ARTICLE 19 FITNESS PROGRAM**

- Expand the provision to include both Unit A and Unit B classifications in the potential Fitness Program.

For the County:

*[Handwritten signatures for the County: Irene Moore, Christine, Z. Kelly, J. Rose, and another signature]*

For MCDSA:

*[Handwritten signatures and dates for MCDSA: D. Walsh 10/22/19, [Signature] 10/22/19, SB G 10/22/19, [Signature] 10/22/19, [Signature] 10/24/19, [Signature] 10/22/19]*