

**County of Monterey and Monterey County Deputy Sheriffs 'Association (MCDSA) Negotiations
Summary**

On October 22, 2019 a Tentative Agreement was reached between the County of Monterey and MCDSA. MCDSA ratified this agreement on November 4, 2019. The Board of Supervisors approved this agreement on November 5, 2019.

Article	Description
Term	7/1/2019 – 6/30/2021
Wages	<ul style="list-style-type: none"> • 1.7% first full pay period following Association ratification and BOS approval. • 3% first full pay period in July 2020.
Benefit Programs	<ul style="list-style-type: none"> • <u>Medical Benefits</u>- Status Quo for the term of the agreement <ul style="list-style-type: none"> ○ 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. • <u>Health Insurance Committee</u>- Establish committee to work collaboratively in identifying long term financially sustainable healthcare cost sharing between the County and MCDSA. • <u>Life Insurance</u>- The County agrees to provide thirty-five thousand dollars (\$35,000) in group term life insurance coverage for Unit employees.
Holidays	Christmas Eve to be an observed County holiday every year during the term of the agreement.
Vacation	Eliminate restriction for employees to begin accruing vacation until after 6 months of continuous employment.
Special Pay Practices	<ul style="list-style-type: none"> • <u>POST Certificate Premium Pay</u>- Effective the first full pay period following Association ratification and Board approval, POST Certificate Premium Pay shall increase as follows: <ul style="list-style-type: none"> ○ Intermediate POST Certificate Premium Pay- Eligible employees shall receive a Premium Pay equal to 3% of their base pay. ○ Advanced POST Certificate Premium Pay- Eligible employees shall receive a Premium Pay equal to 5% of their base pay. ○ Employees shall receive no more than 5% for POST Certificate Premium Pay • <u>Training Officer Assignment</u>- Identify the classifications of District Attorney Investigator I, District Attorney Investigator II and District Attorney Investigator III as eligible to receive Training Office Assignment Pay of 4.4% at the discretion of the Appointing Authority.
Overtime	<ul style="list-style-type: none"> • <u>Voluntary Overtime</u>- Employees volunteering for overtime performing duties of a lower classification shall be paid at the rate of one-and-one-half (1.5) times either the base rate of the highest step in the lower level classification or the employee's current step, whichever is less. • <u>Discretionary Time Off</u>- Eliminate the sunset language provision which allows 2 DTO shifts per quarter.
On-Call	Incorporate the Tentative Agreement from 2016 negotiations which was inadvertently excluded from the July 1, 2016 to June 30,2019 Memorandum of Understanding
Fitness Program	Expand the provision to include both Unit A and Unit B classifications in the potential fitness program.

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