



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 25-235

April 29, 2025

Introduced: 4/4/2025

Current Status: Agenda Ready

Version: 4

Matter Type: General Agenda Item

a. Approve the Memorandum of Understanding (MOU) for the following labor groups: County Employee Management Association (CEMA), Unit X, for the period of January 1, 2025 through June 30, 2027, Service Employee International Union (SEIU) Local 521, Unit R - Resident Physicians, for the period of January 1, 2025 through December 31, 2027 and the Deputy Sheriff Association (DSA), for the period of July 1, 2024 through June 30, 2027.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Approve the Memorandum of Understanding (MOU) for the following labor groups: County Employee Management Association (CEMA), Unit X, for the period of January 1, 2025 through June 30, 2027, Service Employee International Union (SEIU) Local 521, Unit R - Resident Physicians, for the period of January 1, 2025 through December 31, 2027 and the Deputy Sheriff Association (DSA), for the period of July 1, 2024 through June 30, 2027.

SUMMARY/DISCUSSION:

On June 27, 2024, the DSA ratified a Tentative Agreement (TA) with the County of Monterey. The TA was considered and approved by the Board of Supervisors on July 9, 2024 in closed session. The full MOU is presented for formal approval action today.

On October 28, 2024, SEIU, Unit R ratified a Tentative Agreement with the County of Monterey. The TA was considered and approved by the Board of Supervisors on November 12, 2024.

On November 19, 2024, CEMA ratified a Tentative Agreement with the County of Monterey. The TA was considered and approved by the Board of Supervisors on December 3, 2024.

The MOU's provide for changes to wages, special pays practices, benefits, annual leave and holidays as presented.

OTHER AGENCY INVOLVEMENT:

The Unions and County of Monterey staff contributed to the development of the MOU as presented.

FINANCING:

The departments shall absorb the annualized cost of this agreement in FY 2024-25. Amounts for

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remaining years of the MOU (FY 2025-26 and FY 2026-2027) will be requested in each respective Recommended Budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

One or two sentences explaining how this recommendation supports/advances the Board of Supervisors Strategic Initiatives. Reference to any Key Objectives and/or Milestones that are related.

Mark a check to the related Board of Supervisors Strategic Initiatives

☐ Economic Development
☒ Administration
☐ Health & Human Services
☐ Infrastructure
☐ Public Safety

Prepared by: Michelle Gomez, Senior Personnel Analyst, 755-5383

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Michelle Gomez

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Approved by: Ariana Hurtado, Assistant Director of Human Resources, 784-5638

DocuSigned by:

Ariana Hurtado

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Attachments:

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Attachment A - Final DSA MOU 7-1-24 to 6-30-27

Attachment B - Redline DSA MOU 7-1-24 to 6-30-27

Attachment C - Final SEIU Unit R MOU 1-1-25 to 12-31-27

Attachment D - Redline SEIU Unit R MOU 1-1-25 to 12-31-27

Attachment E - Final CEMA MOU 1-1-25 to 6-30-25

Attachment F - Redline CEMA MOU 1-1-25 to 6-30-25

cc: Sonia De La Rosa, County Administrative Officer