



County of Monterey

Item No.

Board Report

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

Legistar File Number: 26-217

March 17, 2026

Introduced: 3/6/2026

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

- a. Approve the Memorandum of Understanding (MOU) for the Union of American Physicians and Dentist (UAPD), Unit U for the period September 6, 2025, through June 30, 2028.
- b. Approve the Memorandum of Understanding (MOU) for the Monterey County Sheriff's Management Association (MCSMA), Unit C for the period July 1, 2024, through June 30, 2027.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Approve the Memorandum of Understanding (MOU) for the Union of American Physicians and Dentist (UAPD), Unit U for the period September 6, 2025, through June 30, 2028.

Approve the Memorandum of Understanding (MOU) for the Monterey County Sheriff's Management Association (MCSMA), Unit C for the period July 1, 2024, through June 30, 2027.

SUMMARY/DISCUSSION:

Union of American Physicians and Dentist (UAPD) and the County of Monterey reached a Tentative Agreement (TA) for the Bargaining Unit U on August 19, 2024. On August 19, 2024, the UAPD confirmed the TA had been ratified. This TA was considered and approved by the Board of Supervisors on August 26, 2025, in closed session.

Monterey County Sheriff's Management Association (MCSMA) and the County of Monterey reached a Tentative Agreement (TA) for the Bargaining Unit C on October 4, 2025. On October 4, 2024, the UAPD confirmed the TA had been ratified. This TA was considered and approved by the Board of Supervisors on October 17, 2025, in closed session.

Parties have met and finalized the formal Memoranda of Understanding (MOU) which provides for changes to wages and benefits as presented.

OTHER AGENCY INVOLVEMENT/COMMITTEE ACTIONS: The UAPD, MCSMA and County of Monterey staff contributed to the development of the MOU as presented.

HOUSING IMPACTS:

Reduces constraints on Housing Development

Increases constraints on Housing Development

Neutral
 Not applicable [N/A]

QUALITATIVE SUMMARY of potential impacts of the policy/program on Housing: NA

HOUSING CONSTRAINTS: NA

FINANCING: The corresponding departments shall absorb the annualized cost of this agreement on FY 2024-25 and FY 2025-26. If needed, the department will request additional funding during the budget process in FY 2026-27.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:

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

Mark a check to the related Board of Supervisors Strategic Plan Goals:

- Well-Being and Quality of Life
- Sustainable Infrastructure for the Present and Future
- Safe and Resilient Communities
- Diverse and Thriving Economy
- Dynamic Organization and Employer of Choice

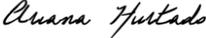
If does not fall under any of the above Board of Supervisors Strategic Plan Goals (Other):

Administrative The approval of this MOU by the Board of Supervisors will support the agreement of Monterey County and the Union.

Link to the Strategic Plan:

<https://www.countyofmonterey.gov/home/showdocument?id=139569>

Prepared by: Ariana Hurtado, Assistant Director of Human Resources, (831) 784-5638

DocuSigned by:

B7B5A979E979458...

Approved by: Andreas Pyper, Director of Human Resources (831) 755-5034

DocuSigned by:

A63AF9DEE9544A7...

Attachments:

- Board Report
- Attachment A - UAPD Final MOU
- Attachment B - MCSMA Final MOU
- Attachment C - MCSMA Draft Redline MOU

