



County of Monterey

Item No.

Board Report

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

Legistar File Number: 25-116

February 25, 2025

Introduced: 2/11/2025

Current Status: ATS Review

Version: 1

Matter Type: General Agenda Item

Approve the Memorandum of Understanding's (MOU) for the Monterey County Probation Association (MCPA), Units M & N, Probation Managers Association (MCPMA), Unit L, Monterey County Park Ranger's Association (MCPRA), Unit Q & V, Monterey County Public Defenders' Association (MCPDA), Unit D, 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 Monterey County Probation Association (MCPA), Units M & N, Probation Managers Association, Unit L, Monterey County Park Ranger's Association, Unit Q & V, Monterey County Public Defenders' Association, Unit D, for the period July 1, 2024, through June 30, 2027.

SUMMARY/DISCUSSION:

MCPA and the County of Monterey reached a Tentative Agreement (TA) for the Bargaining Units M & N on September 4, 2024. On September 4, 2024, MCPA confirmed the TA had been ratified.

This TA was considered and approved by the Board of Supervisors on September 10, 2024 in closed session. The MCPA MOU provides for changes to include wages and benefits as presented.

MCPMA and the County of Monterey reached a Tentative Agreement (TA) for the Bargaining Unit L on September 4, 2024. On September 9, 2024, MCPMA confirmed the TA had been ratified. This TA was considered and approved by the Board of Supervisors on September 10, 2024 in closed session. The MCPMA MOU provides for changes to include wages and benefits as presented.

MCPRA and the County of Monterey reached a Tentative Agreement (TA) for the Bargaining Units Q & V on September 11, 2024. On September 11, 2024, MCPRA confirmed the TA had been ratified. This TA was considered and approved by the Board of Supervisors on September 17, 2024 in closed session. The MCPRA MOU provides for changes to include wages and benefits as presented.

MCPDA and the County of Monterey reached a Tentative Agreement (TA) for the Bargaining Units D on October 30, 2024. On October 31, 2024, MCPDA confirmed the TA had been ratified. This TA was considered and approved by the Board of Supervisors on November 12, 2024 in closed session. The MCPDA MOU provides for changes to include wages and benefits 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. If needed, the department will request additional funding during the budget process in FY 2025-26.

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: Ariana Hurtado, Assistant Human Resources Director, 5638

Approved by: Andreas Pyper, Director of Human Resources, 5034

Attachments:

- Attachment A - Board Report
- Attachment B - Final MCPA MOU
- Attachment C - Redline MCPA MOU
- Attachment D - Final MCPMA MOU
- Attachment E - Redline MCPMA MOU
- Attachment F - Final MCPRA MOU
- Attachment G - Redline MCPRA MOU
- Attachment H - Final MCPDA MOU
- Attachment I - Redline MCPDA MOU