

**Monterey County and Monterey County Probation Managers' Association (MCPMA)  
2016 Negotiations Summary**

On March 17, 2017, a Tentative Agreement was reached with the County of Monterey and MCPMA. MCPMA ratified this agreement on March 16, 2017. The Board of Supervisors approved this agreement On March 21, 2017.

Article	Description
<b>Term</b>	7/1/2016 – 6/30/2019
<b>Wages</b>	<ul style="list-style-type: none"> <li>• FY 16-17: 2.5% across the board base wage adjustment effective first full pay period following MCPMA ratification and BOS approval of this agreement.</li> <li>• FY 17-18:               <ul style="list-style-type: none"> <li>○ 2.0% across the board base wage adjustment effective first full pay period in 7/2017.</li> <li>○ Parties agree to reopen negotiations to meet and confer on wages, no earlier than 7/2017, if the marijuana ballot measure results in more than \$29 million in additional ongoing annual revenue.</li> </ul> </li> <li>• FY 18-19:               <ul style="list-style-type: none"> <li>○ 2.5% across the board base wage adjustment effective first full pay period in 7/2018.</li> <li>○ “Me too” on economics with the Probation Officer’s Association (POA), Units M/N, over the term of the MOU, meaning if POA receives an across the board salary increase from the date of this agreement through June 30, 2019 that is greater than 7%, the Probation managers shall receive the economic difference between the 7% wage adjustment noted and the increase realized by POA.</li> </ul> </li> </ul>
<b>Medical Benefits</b>	<ul style="list-style-type: none"> <li>• Status quo for all three years of the contract.</li> <li>• Added language to indicate that parties agree to reopen negotiations to meet and confer on employee contributions if in 2017 the 2018 premium rate increase for CalPERS Choice (Region: Other Northern California) exceeds 6% of the 2017 CalPERS Choice (Region: Other Northern California) premiums; and contributions if in 2018 the 2019 premium rate increase for CalPERS Choice (Region: Other Northern California) exceeds 6% of the 2018 CalPERS Choice (Region: Other Northern California) premiums.</li> <li>• Added Health Insurance Committee language to indicate that MCPMA and the County agree to commence a joint labor/management committee to make appropriate recommendations regarding changes in insurance coverage during the term of this agreement.</li> </ul>