

**Monterey County and Monterey County Parks Rangers' Association (MCPRA)
2016 Negotiations Summary**

On October 21, 2016, a Tentative Agreement was reached with the County of Monterey and MCPRA. The Board of Supervisors approved this agreement on October 25, 2016 and MCPRA ratified this agreement on October 26, 2016.

Article	Description
Term	7/1/2016 – 6/30/2019
Compensation	<ul style="list-style-type: none"> • FY 16-17: 1.5% across the board base wage adjustment effective first full pay period following MCPRA ratification and BOS approval of this agreement. • FY 17-18: 2.5% across the board base wage adjustment effective first full pay period in 7/2017. • FY 18-19: 3.0% across the board base wage adjustment effective first full pay period in 7/2018.
Non-Discrimination	<ul style="list-style-type: none"> • Cleaned up the language to reflect current.
Medical Benefits	<ul style="list-style-type: none"> • Status quo for all three years of the contract. • Cleaned up the language to reflect current practice. • Added Health Insurance Committee language to indicate that MCPRA 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.
Association Rights	<ul style="list-style-type: none"> • Cleaned up the language of the Hold Harmless and Use of County Mail System provisions to reflect current practice.
Safety	<ul style="list-style-type: none"> • Added language to specify that the Work Environment provision is not subject to the grievance procedure. • Eliminated the Health and Safety Committee provision.
Retirement	<ul style="list-style-type: none"> • Cleaned up the language to reflect current PEPRA practice and tiers. • Eliminated the Retirement Sick Leave Conversion provision. • Added Sick Leave Retirement Payoff provision indicating that upon retirement, employees may cash out up to 750 hours.
Leaves	<ul style="list-style-type: none"> • Updated Vacation Cash Out (Unit V Only) provision to incorporate irrevocable election process for employees interested in cashing out vacation. • Eliminated Retirement Payoff provision. What was this? • Added clarifying language indicating that the 3 days granted under the Supervisory Leave (Unit V Only) provision are equivalent to 24 hours for a full-time employee. • Added clarifying language indicating that the 12-month period where an employee may take 3 days under Educational Leave (Unit V Only) provision for educational purposes is on a calendar year basis. • Cleaned up the language in the Family Sick Leave provision to update eligible family members and to clarify that this provision shall be applied in accordance with FMLA and applicable State and Federal laws. • Updated Bereavement Leave language to reflect definition of immediate family and clarify intent. • Other Parental Leave provision language cleaned up to reflect current practice.

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Grievance Procedure	<ul style="list-style-type: none">• Cleaned up language to reflect current practice (MOU contained outdated SEIU language no longer applicable).
Layoff Procedures	<ul style="list-style-type: none">• Updated language in Rank in Class Defined provision to indicate that a permanent employee subject to layoff may be entitled to assume temporary employee status in lieu of layoff.
Labor and Management Meeting	<ul style="list-style-type: none">• Added language to reflect that parties agree to meet during the term of this agreement to discuss matters of mutual interest related to the working conditions of the Park Ranger.