

**Monterey County and Monterey County Probation Association (MCPA)
2016 Negotiations Summary**

On March 20, 2017, a Tentative Agreement was reached with the County of Monterey and MCPA. MCPA ratified this agreement on March 23, 2017. The Board of Supervisors approved this agreement On March 28, 2017.

Article	Description
Term	7/1/2016 – 6/30/2019
Wages	<ul style="list-style-type: none"> • FY 16-17: 2.5% across the board base wage adjustment effective first full pay period following MCPA ratification and BOS approval of this agreement. • FY 17-18: <ul style="list-style-type: none"> ○ 2.0% across the board base wage adjustment effective first full pay period in 7/2017. ○ 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. ○ Effective the first full pay period following 7/1/2017 eliminate the Uniform Allowance provision in exchange for a one-time base wage increase of \$0.05/hr. for Juvenile Institution Officer I/II, Juvenile Institution Supervisor and Senior Juvenile Institution Officer classifications. • FY 18-19: 2.5% across the board base wage adjustment effective first full pay period in 7/2018.
Medical Benefits	<ul style="list-style-type: none"> • Status quo for all three years of the contract. • Added language for Unit N only 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. • Added Health Insurance Committee language to indicate that MCPA 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.
Retirement Payoff	<ul style="list-style-type: none"> • Eliminated the Retirement Sick Leave Conversion provision. • Added Retirement Sick Leave Cash Out provision indicating that upon retirement, employees may cash out up to 750 hours.
Professional Allowance	<ul style="list-style-type: none"> • Eliminate Professional Memberships provision in exchange for adding a Professional Development Stipend of \$100 payable the first pay period of each new calendar year. Employees in unpaid leave of absence status as of the first pay period of each new calendar year shall also be entitled to this stipend in the pay period following that in which the employee return to active paid status.
STC Leave	<ul style="list-style-type: none"> • Added 1 additional day (equivalent to 8 hours for a full-time employee) per calendar year of STC leave for a total of 4 days (equivalent to 32 hours for a full-time employee) per calendar year.

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Vacation	<ul style="list-style-type: none">• Added language to indicate that Unit M employees may receive a straight-time cash payment for up to forty (40) hours of vacation per calendar year. This vacation cash out shall be subject to the same requirements as Unit N and the subject to the irrevocable election process.• Added language to incorporate an irrevocable election process to the Vacation Buy Back provision.
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