



County of Monterey

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

Board Report

File #: 23-537, Version: 1

Approve the Memorandum of Understanding (MOU) for the County of Monterey Patrol Association (COMPA), Deputy Sheriff Operations Unit AOS, and Sheriff's Investigative Sergeant Unit BOSS for the period February 2022 through January 31, 2025.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve the Memorandum of Understanding (MOU) for the County of Monterey Patrol Association (COMPA), Deputy Sheriff Operations Unit AOS and Sheriff's Investigative Sergeant Unit BOSS for the period February 2022 through January 31, 2025.

SUMMARY/DISCUSSION:

COMPA and the County of Monterey reached a Tentative Agreement (TA) for the Bargaining Unit's AOS & BOSS on March 16, 2022. On March 21, 2022, COMPA confirmed the TA had been ratified. This TA was considered and approved by the Board of Supervisors on March 22, 2022 in closed session.

The County and COMPA have collaborated on the development of the full MOU which is presented for formal approval action today. The COMPA, Unit's AOS & BOSS provides for changes to wages and benefits as presented.

OTHER AGENCY INVOLVEMENT:

The COMPA and County of Monterey staff contributed to the development of the MOU as presented.

FINANCING:

The Board of Supervisor previously authorized the financial terms through the TA on March 22, 2022. The estimated incremental increased annualized ongoing cost for the COMPA TA is \$1,990,606 during the term of the MOU. The Sheriff's and the District Attorney's Office have incorporated these costs into their annual budget submissions.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The approval of this MOU by the Board of Supervisors will assist in recruiting and retaining a diverse and talented workforce to support the mission of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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

Approved by: Irma Ramirez-Bough, Director of Human Resources, (831) 755-5034

Attachments: A - Final COMPA MOU February 2022 through January31, 2025