



# County of Monterey

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

## Legislation Details (With Board Report)

<b>File #:</b>	18-226	<b>Name:</b>	Final MCPA MOU
<b>Type:</b>	General Agenda Item	<b>Status:</b>	Consent Agenda
<b>File created:</b>	3/5/2018	<b>In control:</b>	Board of Supervisors
<b>On agenda:</b>	3/20/2018	<b>Final action:</b>	
<b>Title:</b>	Approve the Memorandum of Understanding (MOU) for the Monterey County Probation Association Units M and N for the period July 1, 2016 through June 30, 2019.		
<b>Sponsors:</b>			
<b>Indexes:</b>			
<b>Code sections:</b>			
<b>Attachments:</b>	1. Board Report, 2. Final MCPA MOU (Redline), 3. Final MCPA MOU (Clean), 4. MCPA Negotiations Summary_2016, 5. Completed Board Order		

Date	Ver.	Action By	Action	Result
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Approve the Memorandum of Understanding (MOU) for the Monterey County Probation Association Units M and N for the period July 1, 2016 through June 30, 2019.

### RECOMMENDATION:

It is recommended that the Board of Supervisors approve the Memorandum of Understanding (MOU) for the Monterey County Probation Association (MCPA) Units M and N for the period July 1, 2016 through June 30, 2019.

### SUMMARY/DISCUSSION:

On March 23, 2017, the Monterey County Probation Association Units M and N ratified a Tentative Agreement (TA) with the County of Monterey. The TA was considered and approved by the Board of Supervisors on March 28, 2017; the full MOU was developed with members of MCPA and is presented for formal approval action today.

The Monterey County Probation Association Units M and N MOU provides for changes to wages and benefits as presented.

### OTHER AGENCY INVOLVEMENT:

The Monterey County Probation Association Units M and N members 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 in March 2017. The estimated incremental increased annualized ongoing cost for the Monterey County Probation Association agreement is \$147,102 in Fiscal Year 2016-17, \$831,169 in Fiscal Year 2017-18 and \$981,297 in Fiscal Year 2018-19. The Probation Department has 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

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Approved by: Irma Ramirez-Bough, Director of Human Resources, 831-755-5043

Attachments:

- Redlined MCPA MOU 7/1/2016-6/30/2019
- Final MCPA MOU 7/1/2016-6/30/2019
- MCPA Negotiations Summary 2016