



County of Monterey

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

Board Report

File #: 18-226, **Version:** 1

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

Prepared by: Brette Neal, Labor Relations Manager, 831-784-5722

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