



County of Monterey

Item No.

Board Report

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

Legistar File Number: 25-766

October 28, 2025

Introduced: 10/17/2025

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

a. Approve the Memorandum of Understanding (MOU) for the Monterey County Patrol Association (COMPA), Units AOS and BOSS for the period February 1, 2025, through June 30, 2027.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

Approve the Memorandum of Understanding (MOU) for the Monterey County Patrol Association (COMPA), Units AOS and BOSS for the period February 1, 2025, through June 30, 2027.

SUMMARY/ DISCUSSION:

COMPA and the County of Monterey reached a Tentative Agreement (TA) for the Bargaining Units AOSS and BOSS on December 23, 2024. On December 23, 2024, the County of Monterey Patrol Association (COMPA) confirmed the TA had been ratified. This TA was considered and approved by the Board of Supervisors on January 7, 2025, in closed session.

Parties have met and finalized the formal Memorandum of Understanding (MOU) which provides for changes to wages and benefits as presented.

OTHER AGENCY INVOLVEMENT/COMMITTEE ACTIONS: The COMPA and County of Monterey staff contributed to the development of the MOU as presented.

FINANCING:

The corresponding departments shall absorb the annualized cost of this agreement in FY 2024-25. If needed, the department will request additional funding during the budget process in FY 2025-26.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:

One or two sentences explaining how this recommendation supports/advances the Board of Supervisors Strategic Plan Goals. Reference to any Key Objectives and/or Milestones that are related.

Mark a check to the related Board of Supervisors Strategic Plan Goals [Include one or two sentences referencing the Ordinance, Code, Board Order/Resolution, etc. in relation to this selection]:

- ☐ Well-Being and Quality of Life
- ☐ Sustainable Infrastructure for the Present and Future
- ☐ Safe and Resilient Communities
- ☐ Diverse and Thriving Economy

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If does not fall under any of the above Board of Supervisors Strategic Plan Goals (Other):

 X Administrative [Include one or two sentences referencing the Ordinance, Code, Board Order/Resolution, etc. in relation to this selection]

The approval of this MOU by the Board of Supervisors will support the agreement of Monterey County and the Union.

Link to the Strategic Plan:

[<https://www.countyofmonterey.gov/home/showdocument?id=139569>](https://www.countyofmonterey.gov/home/showdocument?id=139569)

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Andreas Pyper

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Attachments:

Attachment A - Board Report

Attachment B - Final COMPA Units AOSS and BOSS MOU

Attachment C - Redline COMPA Units AOSS and BOSS MOU