

Side Letter Agreement
between the County of Monterey and
the California Nurses Association (CNA) Unit S
Regarding *Longevity Pay*

The County of Monterey underwent a Longevity Pay audit by CalPERS in 2025. The results of this audit indicated that the requirement of a longevity pay eligibility form did not adhere to CalPERS and PERL requirements and deemed the longevity pay non-persable. However, the intent of the Longevity Pay when negotiated by the County and the Union was that Longevity pay would be persable.

It is understood that the County will remove the requirement of the Longevity Pay Certification Form retroactively to February 1, 2020, and that such longevity pay will be initiated by the County once eligibility has been met and confirmed with no further action from the employee.

As such, the County and CNA agree to modify the Memorandum of Understanding language for terms 2020-2022 and 2022-2026 as follows to correct the issue and ensure Longevity Pay is persable:

Memorandum of Understanding term 2020-2022 modifications

SECTION 15 SPECIAL PAY PRACTICES

15.18 Longevity Premium Pay

Unit employees, who accrue ten (10) consecutive years of service, shall receive a premium pay of three percent (3%) of their base wage. Unit employees, who accrue fifteen (15) consecutive years of service, shall receive a premium pay totaling six percent (6%) of their base wage. Unit employees who accrue twenty (20) consecutive years of service, shall receive a premium pay totaling nine percent (9%) of their base wage.

Consecutive years include service time worked as a Per Diem, temporary, part-time, or full-time employee as long as there was no break in service greater than four (4) pay periods. Time while on protected leave(s) is considered for service credit. Per Diem, temporary, and part-time service time will not be pro-rated based on hours.

The Longevity premium pay will be reported in accordance with PERS regulations section 571A.

Employees shall receive the Longevity Pay the first full pay period after they become eligible for any of the tiers listed above.

~~Eligible employees are required to complete and submit the required form to their respective Human Resources Department at least two (2) weeks prior to the employee's eligible date to ensure that the premium pay is processed in a timely manner. Retroactive payments will not be processed for those forms submitted late.~~

Memorandum of Understanding term 2022-2026 modifications

ARTICLE 20 SPECIAL PAY PRACTICES

10.11 Longevity Premium Pay

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This agreement is effective the first full pay period following approval by the Monterey County Board of Supervisors and CNA and incorporated into the Unit S MOU terms 2020-2022 and 2022-2026.

For County of Monterey:

Signed by:

Ariana Hurtado 7/31/2026

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For CNA:

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Teresa Mack 7/31/2026

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