

Side Letter Agreement
between the County of Monterey and
the Service Employee International Union (SEIU) Local 521 Units F, H, J and K
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 July 1, 2024, consistent with the effective date of the longevity pay stipend for this bargaining unit 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 SEIU Local 521 agree to modify the Memorandum of Understanding language for term 2024-2027 as follows to correct the issue and ensure Longevity Pay is persable:

ARTICLE 10 LONGEVITY

Longevity Pay

Permanent employees in Units F, H, J and K who accrue:

- Ten (10) consecutive years of service shall receive a premium pay of two and a half percent (2.5%) of their base wage.
- Fifteen (15) consecutive years of service shall receive a premium pay totaling three and a half percent (3.5%) of their base wage.
- Twenty (20) consecutive years of service shall receive a premium pay totaling five and a half percent (5.5%) of their base wage.

Consecutive service years include service time worked as a permanent 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. Service time of less than 1.0 FTE shall be pro-rated based on FTE.

The Longevity premium pay will be reported in accordance with PERS regulations section 571A. Elected Annual Leave Cash Out values will be inclusive of the longevity pay.

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 by the employee.~~

This agreement is effective the first full pay period following approval by the Monterey County Board of Supervisors and SEIU Local 521 and incorporated into the Units F, H, J and K MOU term 2024-2027.

For County of Monterey:

Signed by:

Ariana Hurtado

7/10/2026

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For SEIU Local 521:

Signed by:

Melissa Edwards

7/10/2026

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