

**TENTATIVE AGREEMENT  
PROBATION ASSOCIATION/COUNTY OF MONTEREY  
JUNE 29, 2011 4:30 PM**

1. The following is a tentative agreement between the Monterey County Probation Association and the County of Monterey, subject to ratification by the membership of the MCPA and the Monterey Board of Supervisors.
  - a. The parties agree to a pension cost-sharing arrangement pursuant to PERL 20516(f) under which, in addition to the 9% currently paid by members as the employees' contribution, bargaining unit employees shall pay to the county an amount equal to 4.5% of PERSable compensation for the duration of this agreement.
  - b. The Probation Association and the County agree that the 4.5% contributed by MCPA members will be implemented on a pre-tax basis. However, it is understood that, should it be determined that the contribution cannot be made on a pre-tax basis, or IRS issues an adverse opinion in another jurisdiction addressing the issue, individual members shall be liable for any taxes due. In such case, the parties agree to meet and confer on the impact of such determination, and alternative means of achieving the savings contemplated by this agreement in a manner that minimizes the tax impact on covered employees to the extent possible.
  - c. The member contribution outlined in this section shall be implemented as soon as practicable, provided that it shall not be implemented retroactively.
2. 3% @ 55 (final 3 year average) for new employees hired after the PERS contract amendment – 2 tier system
  - a. Implement as soon as possible.
3. Forgo fitness incentive for 2011 and 2012
  - a. In second year of contract parties to meet and confer over structuring/redirecting this benefit
4. Three additional floating holidays in each of two years of contract to be scheduled per settlement dated January 16, 2008.
5. On-call / call back pay: Labor-Management Committee to discuss overtime issues and ways of minimizing impact on employees during off-duty hours.
6. Increase vacation accrual caps as follows:
  - a. Unit M: 300 hours
  - b. Unit N: 340 hours, retro to July 1, 2011
7. Increase compensatory time from 80 to 120 hours

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8. It is understood that the savings attributable to this agreement will be retained within the Probation Department to mitigate the effects of bumping and layoffs for M and N members. Upon ratification, this will rescind layoff notices equivalent to savings generated by this Agreement in June 2011.
9. Term – 2 years, July 1, 2011 to June 30, 2013
10. The parties agree to negotiated language changes, subject to mutually agreeable clean-up and clarification.

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Assistant Chief Probation Officer  
Probation Department

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Dawn Allen  
President  
Monterey County Probation Association

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Jon Holtzman  
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County of Monterey

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