

2025-2028 Union Contract Tentative Agreement Summary

City of Monterey Park

Cost of living adjustments, a 5-step schedule, equity adjustments, healthcare cafeteria benefit increases and more!

We did it! After months of hard-fought negotiations with City of Monterey Park management, we've reached a Tentative Agreement (TA) on a 3-year contract. Thanks to your organization, dedication, and tenacity, our new TA reduces steps and increases percentages, delivers strong COLAs, increases our healthcare cafeteria benefits, and brings new and greater longevity.



Your bargaining team unanimously recommends a YES vote.

Tentative Agreement Overview

Economic Highlights

Reduced Step Schedule, Greater Pay Sooner:

- City has agreed to reduce 10 Step Schedule to 5 Step Schedule, with 5% between each step (currently 2.5% for all steps except Step 9).
- Employees on odd-numbered steps (e.g., 1, 3, 5, 7, 9) shall be bumped up to the even number step scale. Even number steps shall be renumbered 1 through 5.
- Increases pay this year for nearly half of the bargaining unit this year.

Cost-of-Living Adjustments (COLAs):

In addition to the greater pay from reducing steps above, the following COLAs will adjust the new step scale:

- 3% increase retroactive to July 5, 2025
- 4% increase effective the first full pay period after July 1, 2026
- 3% increase effective the first full pay period after July 1, 2027

Cumulative compounded COLA over three-year contract = 10.33%

Equity Adjustments:

Per the City's equity study, they are also willing to provide the following equity adjustments in addition to the first-year COLA above:

- Librarian: +1.1%
- Outreach and Housing Navigation Coordinator: 24.4%
- Management Analyst: 0.8%
- Water Production System Operator: 2.7%
- Water Utility Maintenance Worker: 1.6%

Increase in Healthcare Cafeteria Benefit:

- Effective July 1, 2025, the monthly Cafeteria Plan benefit provided to employees shall be increased to \$1,995.00.
- Effective January 1, 2027, the monthly Cafeteria Plan benefit provided to employees shall be increased to \$2,175.00.
- Effective January 1, 2028, the monthly Cafeteria Plan benefit provided to employees shall be increased to \$2,350.00.

Increased Medical Waiver Amount: Increased from \$300 to \$600 per month

Continued on other side

Increased Longevity with NEW 10-Year Tier:

- 10 Years of Continuous Service - \$50/month (NEW)
- 15 Years of Continuous Service - \$150/month (increased from \$100)
- 20 Years of Continuous Service - \$250/month (increased from \$175)
- 25 Years of Continuous Service - \$450/month (increased from \$350)

Increased Uniform Allowances:

- Increased to \$500.00 annually for all staff. Water Division included.
- Increased to \$975.00 for ACOs, and Jailers now added at this higher tier.

City agrees that the City shall not require employees to purchase new uniforms should the vendor change.

Increased Bilingual Pay: Increased amounts for Communications Dispatchers, Jailers, and for Formal Translation Services.

- Bilingual Pay for Communications Dispatchers increased to \$175/month.
- Jailers added in with Communications Dispatchers (AKA \$175/month)
- Formal Translation Services shall be increased to \$175/month.

All employees who receive bilingual pay for the level they receive shall be required to use the skills for which the City is paying them.

Increase in Lead Pay: Increased from \$250 to \$300/month.

Increase in Pesticide Applicator Pay: Increased from \$30 to \$50/month.

Non-Economic Highlights

10-Hour Holidays: Accrual, Observation, and Floating Holidays are all updated to reflect 10 hour workdays (see Article 10, Sections 2, 3, and 5).

Strengthening Union Rights: New language for Union to meet with new hires as part of their onboarding.

Union Benefits Trust: New Union supplementary benefits allowed through payroll deduction (through third-party administrator Zenith).

Vacancies: New rights enshrined in the contract for the Union for annual vacancy hearings.

Bereavement Leave: New rights enshrined in the MOU, including designated person. Days can be used non-consecutively.

Sick Leave: New rights enshrined in the MOU.

