

# CONTRACT SUMMARY – 2017

## HEALTH DEPARTMENT

Going into this year's negotiations, the primary goal of the Negotiation Team was to continue to increase the base wages and maintain insurance at the same cost. We also wanted to obtain a longer term contract rather than going one year at a time. We believe that we have reached a Tentative Agreement with the County that successfully achieves our most important goals. In the area of wages and insurance the contract is the following:

Term: February 1, 2017 – January 31, 2020 (3-years)

3-year contract for 11% compounded to = 11.15%

The RN's at the Health Department created a significant issue during the negotiations in that the County wanted to separate the wage increase of NMC and the Health Department. The County attempted to give the Health Department nurses the same 7% wage all other County employees received for 3 years. This effort was fought back and all RN's and NP's will still be receiving the same wage increase.

It should be noted that a survey of the 13 counties Monterey County uses as comparators showed that Monterey County Health Department nurses were 5<sup>th</sup> out of 13 agencies. The 11% raise will elevate you to a strong 3<sup>rd</sup> on the list only behind San Mateo and Santa Clara counties.

Also, it should be noted that in the last 3-contracts MCRNA members, in addition to other benefits, have received raises equaling 25.4%. During this same period of time SEIU and other County employees have collected 12% in wage increases.

In addition, the other main goal was not to increase the premium contribution for insurance. This contract freezes the insurance contributions at the exact same rate it has been since the start of MCRNA. Finally, due to the complete uncertainty regarding the status of the ACA (Obamacare) the County can request a re-opener no sooner than July 1, 2018 to discuss the impact of the changed circumstances. Any discussions would most likely extend well into the 3<sup>rd</sup> year of the contract.