

DAIA - District Attorney Investigators Association
subject to Board of Supervisors approval on June 17

- Term of agreement: 7-1-25 to 6-30-28
- Wages: Factoring in added steps and across the board increases, pay ranges will increase 22.5% over the next three years
 - Effective 6-22-25:
 - 3% across-the-board increase
 - 7.5% market equity adjustment
 - Effective July 2026:
 - 2% across-the-board increase
 - A new Step 7 will be added to the salary schedule
 - Effective July 2027:
 - The salary structure will be modified by adding a step at the top and dropping the bottom step to support continued advancement and competitiveness
- Pension:
 - Employees in Tiers 1, 2, and 3 will see a 2.25% reduction in their contribution rates as of July 2025 and there will be no increases in employee contributions during the term of the MOU
- Healthcare:
 - Employer contributions ('cafeteria') increases:
 - January 2026:
 - Employee only - increase from \$816.07 to \$954 per month in January 2026
 - Employee plus one - increase from \$1,300 to \$1,399 in January 2026
 - Employee plus two or more dependents - increase from \$1,625 to \$1,727 in January 2026
 - Additionally, the employer contribution for Employee plus one and Employee plus two or more will increase by the same percentage increase as premium rate increases, up to a 10% premium rate increase. If premiums increase more than 10%, the increase above 10% will be split by employee and the County 50/50
 - January 2027 and January 2028:
 - The employer contribution will increase by the same percentage increase as premium rate increases, up to a 10%

premium rate increase. If premiums increase more than 10%, the increase above 10% will be split by employee and the County 50/50. The approach is designed to mitigate the impact of premium rate increases that happen in the middle of the term of the MOU

- High-deductible Health Plan:
 - For employees enrolled in a high-deductible health plan, the County will raise its annual contribution to their Health Savings Accounts (HSA) from \$750 to \$1,000 annually for employees with individual coverage and from \$750 to \$2,000 for those with dependent coverage
- Other highlights:
 - The Voluntary Employees' Beneficiary Association (VEBA) benefit will be increased from \$25,000 to \$50,000
 - The bilingual pay differential will be increased from \$100 to \$150 per month for intermittent use and \$150 to \$200 per month for regular and routine use. The County will provide a deferred compensation plan (457 plan) match of up to \$1,000 annually
 - The career incentive education allowance will be increased from \$400 to \$730 for POST Advanced or a Bachelor's degree and from \$570 to \$840 for POST Supervisory