

DCCA - Deputy County Counsel 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% over the next three years.
 - Effective 6-22-25:
 - 3% across-the-board increase
 - 9% market equity adjustment
 - Effective July 2026:
 - 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 Tier 3 will see a 2% reduction in their contribution rates as of July 2025 and there will be no increases in employee contributions for all Tiers during the term of the MOU
- Healthcare
 - Employer contributions ('cafeteria') increases:
 - January 2026:
 - Employee only – will remain the same at \$1,146
 - Employee plus one - increase from \$1,300 to \$1,399
 - Employee plus two or more dependents - increase from \$1,625 to \$1,727
 - 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 County will increase the deferred compensation plan (457 plan) match from up to \$750 to up to \$1,250 annually
 - The wellness reimbursement benefit will increase from \$200 to \$500 per calendar year
 - The vacation cash-out option will be increased from a maximum of 40 hours up to 80 hours of vacation time annually