

### Fiscal Year 2025/2026 Pension Increases

Employee Association	Total Rate Increase	County Change	Employee Change
DAIA – Bargaining Unit (BU) 06	6.35% (safety)	8.60% (all Tiers)	-2.25% (all Tiers)
DCCA – BU12	1.61% (miscellaneous)	1.61% (Tier 1&2) 3.61% (Tier 3)	0.00% (Tier 1&2) -2.00% (Tier 3)
DSA – BU03, BU14, BU21, BU22	6.35% (safety), 1.61% (miscellaneous)	6.35% (safety, all Tiers), 1.61% (miscellaneous, all Tiers)	0.00% (safety, all Tiers), 0.00% (miscellaneous, all Tiers)
SDSA – BU27, BU28	6.35% (safety)	6.35% (Tiers 1&2) 5.35% (Tier 3)	0.00% (Tiers 1&2) 1.00% (Tier 3)
*SLOCEA – BU01, BU02, BU05, BU13	1.61% (miscellaneous)	0.81% (all Tiers)	0.80% (all Tiers)
SLOCPPOA – BU31, BU32	5.75% (probation)	5.75% (all Tiers)	0.00% (all Tiers)
SLOCSMA – BU15	6.35% (safety)	13.35% (Tier 1) 8.35% (Tiers 2&3)	-7.00% (Tier 1) -2.00% (Tiers 2&3)
*SLOPA – BU04	1.61% (miscellaneous)	0.81% (Tier 1&2) 1.61% (Tier 3)	0.80% (Tier 1&2) 1.61% (Tier 3)
*Unrepresented Employees – BU07, BU08, BU09, BU10, BU11, BU16, BU17	6.35% (safety), 5.75% (probation), 1.61% (miscellaneous)	3.18% (safety, all Tiers) 2.88% (probation, all Tiers) 0.81% (miscellaneous, all Tiers) <i>BU16 only: 13.35% (Tier 1) 8.35% (Tiers 2&amp;3)</i>	3.17% (safety, all Tiers) 2.87% (probation, all Tiers) 0.80% (miscellaneous, all Tiers) <i>BU16 only: -7.00% (Tier 1) -2.00% (Tiers 2&amp;3)</i>