

Agreements Reached with DAIA, DCCA, SLOCSMA, and SLOPA, and Increases Approved for Unrepresented Employees

	DAIA MOU	DCCA MOU	SLOCSMA MOU	SLOPA MOU	Unrep Resolution
Wage Market Position	Benchmark Class: DA Investigator I/II/Sr./Assistant Chief Market Position: Current: <div>-12.7%</div> End of MOU (projected*): <div>-2.1%</div>	Class: Deputy County Counsel I/II/III/IV Market Position: Current: <div>-11.1%</div> End of MOU (projected*): <div>-0.8%</div>	Class: Chief Deputy, Commander, Correctional Captain, Correctional Lieutenant Market Position: Current: <div>Average of benchmark classes: -5.2%</div> <div>Lowest: -10.4%</div> End of MOU (projected*): <div>Average of benchmark classes: -0.7%</div> <div>Lowest: -2.9%</div>	Class: Deputy District Attorney I/II/III/IV Market Position: Current: <div>-9.2%</div> End of MOU (projected*): <div>-2.6%</div>	Class: All Unrep. benchmark classes Market Position: Current: <div>Average of benchmark classes: -6.9%</div> <div>Lowest: -22.9%</div> End of MOU (projected*): <div>Average of benchmark classes: +0.9%</div> <div>Lowest: -9.0%</div>
Term	Three Years (7/1/25 – 6/30/28)	Three Years (7/1/25 – 6/30/28)	Two Years (7/1/25 – 6/30/27)	Three Years (7/1/25 – 6/30/28)	Three Years (7/1/25 – 6/30/28)
Wages	<ul style="list-style-type: none"> Pay period including July 1, 2025 <ul style="list-style-type: none"> 3.0% Across the Board Increase 7.5% Equity Increase Pay period including July 1, 2026 <ul style="list-style-type: none"> 2.0% Across the Board Increase New step 7 Pay period including July 1, 2027 <ul style="list-style-type: none"> Add Step/Drop Step 	<ul style="list-style-type: none"> Pay period including July 1, 2025 <ul style="list-style-type: none"> 3.0% Across the Board Increase 9% Equity Increase Pay period including July 1, 2026 <ul style="list-style-type: none"> New step 7 Pay period including July 1, 2027 <ul style="list-style-type: none"> Add Step/Drop Step 	<ul style="list-style-type: none"> Pay period including July 1, 2025 <ul style="list-style-type: none"> 2% Across the Board Increase 8% Equity Increase, Chief Deputy 1.5% Equity Increase, Commander 8% Equity Increase, Captain Pay period including July 1, 2026 <ul style="list-style-type: none"> 2% Increase, Lieutenant New step 7 for Chief Deputy, Commander, and Captain 	<ul style="list-style-type: none"> Pay period including July 1, 2025 <ul style="list-style-type: none"> 8% for Equity increases Add New Step 7 Pay period including July 1, 2026 <ul style="list-style-type: none"> 3% Across the board Pay period including July 1, 2027 <ul style="list-style-type: none"> Add step/drop step Overtime payment <ul style="list-style-type: none"> \$750 for all ee's 	<ul style="list-style-type: none"> Pay period including July 1, 2025 <ul style="list-style-type: none"> 3.0% Across the Board Increase 5.7% for Equity Increase Pay period including July 1, 2026 <ul style="list-style-type: none"> New step 7 Pay period including July 1, 2027 <ul style="list-style-type: none"> Add Step/Drop Step
Pension	<ul style="list-style-type: none"> Pay period including July 1, 2025 <ul style="list-style-type: none"> 2.25% reduction, all tiers All tiers - No Increases 	<ul style="list-style-type: none"> Pay period including July 1, 2025 <ul style="list-style-type: none"> 2.00 % reduction, tier 3 All tiers - No Increases 	<ul style="list-style-type: none"> Pay period including July 1, 2025 <ul style="list-style-type: none"> 7% reduction, tier 1 2% reduction, tiers 2 & 3 All tiers - No Increases 	<ul style="list-style-type: none"> All tiers - No Increases for term of MOU 	<ul style="list-style-type: none"> Pay period including July 1, 2025 <ul style="list-style-type: none"> 1.00 % reduction, tier 3 All tiers - No Increases
Health Insurance Benefits	<ul style="list-style-type: none"> January 2026 Cafeteria <ul style="list-style-type: none"> EE only: increase to \$954/mo EE+1 and EE+2: Increase to \$1,399 (EE+1), and \$1,727 (EE+2), <u>AND</u>, If premiums increase, increase cafeteria by same percentage as the premium increase, up to 10%. Increases above 10% will be shared 50/50 (e.g. 14% medical premium increase = 12% cafeteria increase) January 2027 and 2028 Cafeteria <ul style="list-style-type: none"> If premiums increase, increase cafeteria by same percentage as the premium increase, up to 10%. Increases above 10% will be shared 50/50, on a % basis. 	<ul style="list-style-type: none"> January 2026, 2027, 2028 Cafeteria <ul style="list-style-type: none"> EE+1 and EE+2: Increase to \$1,399 (EE+1), and \$1,727 (EE+2), <u>AND</u>, If premiums increase, increase cafeteria by same percentage as the premium increase, up to 10%. Increases above 10% will be shared 50/50 (e.g. 14% medical premium increase = 12% cafeteria increase) 	<ul style="list-style-type: none"> January 2026 Cafeteria <ul style="list-style-type: none"> EE only: decrease to \$975/mo.; onetime \$1000 payment EE+1 and EE+2: Increase to \$1,399 (EE+1), and \$1,727 (EE+2), <u>AND</u>, If premiums increase, increase cafeteria by same percentage as the premium increase, up to 10%. Increases above 10% will be shared 50/50 (e.g. 14% medical premium increase = 12% cafeteria increase) January 2027 and 2028 Cafeteria <ul style="list-style-type: none"> EE+1 and EE+2: Increase cafeteria contribution by same percentage increase as premium increases, up to 10%. Increases above 10% will be shared 50/50, on a % basis. 	<ul style="list-style-type: none"> January 2026 Cafeteria <ul style="list-style-type: none"> Increase EE only \$1,196 EE+1 and EE+2: Increase to \$1,399 (EE+1), and \$1,727 (EE+2), <u>AND</u>, If premiums increase, increase cafeteria by same percentage as the premium increase, up to 10%. Increases above 10% will be shared 50/50 (e.g. 14% medical premium increase = 12% cafeteria increase) January 2027 and 2028 Cafeteria <ul style="list-style-type: none"> EE+1 and EE+2: Increase cafeteria contribution by same percentage increase as premium increases, up to 10%. Increases above 10% will be shared 50/50, on a % basis. 	<ul style="list-style-type: none"> January 2026 Cafeteria <ul style="list-style-type: none"> EE+1 and EE+2: Increase cafeteria to \$1,399 (EE+1), and \$1,727 (EE+2), <u>AND</u>, If premiums increase, increase cafeteria by same percentage as the premium increase, up to 10%. Increases above 10% will be shared 50/50 (e.g. 14% medical premium increase = 12% cafeteria increase) January 2027 and 2028 Cafeteria <ul style="list-style-type: none"> EE only: increase to 100% of Medical, Dental, vision; <u>AND</u>, EE Only (2028); EE+1 and EE+2 (2027 and 2028): If premiums increase, increase cafeteria by same percentage as the premium increase, up to 10%. Increases above 10% will be shared 50/50, on a % basis.
County Health Savings Account Contribution	<ul style="list-style-type: none"> January 2026 <ul style="list-style-type: none"> Increase EE only to \$1,000/yr Increase EE+1 and EE+2 to \$2,000/yr 	<ul style="list-style-type: none"> January 2026 <ul style="list-style-type: none"> Increase EE only to \$1,000/yr Increase EE+1 and EE+2 to \$2,000/yr 	<ul style="list-style-type: none"> January 2026 <ul style="list-style-type: none"> Increase EE only to \$1,000/yr Increase EE+1 and EE+2 to \$2,000/yr 	<ul style="list-style-type: none"> January 2026 <ul style="list-style-type: none"> Increase EE only to \$1,000/yr Increase EE+1 and EE+2 to \$2,000/yr 	<ul style="list-style-type: none"> January 2026 <ul style="list-style-type: none"> Increase EE only to \$1,000/yr Increase EE+1 and EE+2 to \$2,000/yr

Other	<ul style="list-style-type: none">• Increase VEBA amount (Paid through employee sick leave balances)• Increase Bilingual allowance• Increase County Deferred Compensation match• Increase POST incentive payments	<ul style="list-style-type: none">• Increase County Deferred Compensation match• Increase wellness allowance to \$500/yr• Increase Vacation Cash Out	<ul style="list-style-type: none">• Add new bilingual differential• Add County Deferred Compensation match• Increase POST incentive payments• Increase Vacation Cash Out• Allow time above 40 hours per week in response to out-of-County mutual aide to be compensated at regular rate of pay	<ul style="list-style-type: none">• Increase VEBA amount (Paid through employee sick leave balances)• Increase County Deferred Compensation match	
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*Projections are based on all agreed upon or proposed County wage increases, and factor in estimated wage increases for the County's comparator agencies.