

## **SLOCSMA - San Luis Obispo County Sheriffs Managers' Association**

subject to Board of Supervisors approval on June 17

- Term of agreement: 7-1-25 to 6-30-27
- Wages: Factoring in added steps and across the board increases, pay ranges will increase between 4% and 15% depending on classification over the next two years.
  - Effective 6-22-25:
    - 2% across-the-board increase
    - 8% market equity adjustment for Sheriff's Chief Deputy and Sheriff's Correctional Captain
    - 1.5% market equity adjustment for Sheriff's Commander
  - Effective July 2026:
    - 2% increase for Sheriff's Correctional Lieutenants
    - A new Step 7 will be added to the salary schedule for Sheriff's Chief Deputy Sheriff's Commander, and Sheriff's Correctional Captain
- Pension:
  - Employees in Tier 1 will see a 7 % reduction and Tiers 2 and 3 will receive a 2% 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 – decrease from \$1,300 to \$975 per month in January 2026. employees enrolled in employee only medical coverage as of January 1, 2026, will receive a one-time cash payment of \$1,000 effective the first paycheck of January 2026
      - 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:
      - 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 bilingual pay differential will become available to SLOCSMA members at the rate of \$150 per month for intermittent use and \$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 vacation cash-out option will be increased from a maximum of 40 hours up to 80 hours of vacation time annually
  - The career incentive education allowance will be increased from \$700 to \$1,000 for POST Supervisory and from \$700 to \$1,000 for the Standards and Training for Corrections (STC) Manager/Administrator Core Course and/or the POST Management Course
  - Enhancements to emergency pay will be made to better compensate employees for Out-of-County mutual aid emergency response duties