

SLOPA - San Luis Obispo Prosecutors' Association

subject to ratification of the membership and approval by the Board of Supervisors

- Term of agreement: 7-1-25 to 6-30-28
- Wage: Factoring in added steps and across the board increases, pay ranges will increase 21% over the next three years
 - Effective 6-22-25:
 - 8% market equity adjustment
 - A new Step 7 will be added to the salary schedule
 - One-time payment of \$750 for all unit members
 - Effective July 2026:
 - 3% across-the-board increase
 - 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:
 - There will be no increases in employee contributions during the term of the MOU for all Tiers
- Healthcare:
 - Employer contributions ('cafeteria') increases:
 - January 2026:
 - Employee only - increase from \$1,146 to \$1,196 per month in 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 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 \$15,000 to \$30,000
 - The County will increase the deferred compensation plan (457 plan) match from up to \$750 to up to \$1,250 annually
 - The education allowance will be eligible for a roll over of no more than 1 year from the year it was initially provided