

Successor MOU Monetary Changes and Unrep Changes- 2023

| Bargaining Unit & Employee Organization/Union | Negotiations Update | MOU Term | Vacation Accrual Cap | Minimum Health Benefit Amount? | Wage Increase | Eff. Date | Wage Increase | Eff. Date | Other Monetary Changes | Safety Retirement? |
|---|---------------------|------------------|----------------------|--------------------------------|---------------|-----------|---------------|-----------|---|------------------------|
| Units 1, 2, 3, 4, 6, & 7 (SEIU) | Agreement | 7/1/23 - 6/30/25 | 300 | yes | 4% | 7/2/2023 | 3% | 6/30/2024 | 1) County Match to Deferred Compensation at 1:4 ratio up to \$1,750 per calendar year . Effective January 1, 2024, increase the County Match to \$2,000 per calendar year, 3) Increase County Health contribution to EE + Family coverage level by \$25 per pp (from \$260 to \$285) for plan year 2024; increase County Health contribution to EE + Family coverage level by \$25 (\$285 to \$310) for plan year 2025, 4) Bilingual pay increase from .50/standard hours to .63/standard hours, 5) Equity increases for specific positions (see MOU) | no |
| Unit 8 (G-LAW) | Agreement | 7/1/23 - 6/30/25 | 300 | yes | 4% | 7/2/2023 | 3% | 6/30/2024 | 1) Continue County Match to Deferred Compensation at 1:4 ratio up to \$2,000 per calendar year through 2023, Effective January 1, 2024, increase the County Match to \$2,250 per calendar year, 3) Increase County contribution to Family Health Coverage level by \$25 per pp for plan year 2024, increase County Health contribution to EE + Family by \$25 for plan year 2025, 4) 2% equity increase to all classifications in bargaining unit effective 6/30/24, 5) Vacation leave may be used for daily illnesses when an employee's sick leave balance is exhausted. 6) Bilingual pay increase from .50/standard hour to .63/standard hour | no |
| Unit 12 (TCPA) | Agreement | 7/1/23 - 6/30/25 | 300 | yes | 5% | 7/2/2023 | 3% | 6/30/2024 | 1) Increase CTO CAP from 60 to 80 hours, 2) Increase County contribution to each coverage level (except EE only) of the TCPA health plan by \$25 per pp for plan year 2024, increase County Health contribution to each coverage level (except EE only) of the TCPA health plan by \$25 per pp for plan year 2025,3) Continue County Match to Deferred Compensation at 1:4 ratio up to \$1,750 per calendar year through 2023, Effective January 1, 2024, increase the County Match to \$2,000 per calendar year, 4) 3% equity increase for the PCO III classification effective July 2, 2023. 5) Increase uniform allowance from \$500 to \$600 | yes (except for DSO's) |
| Units 13 & 15 (TCDSA) | Agreement | 7/1/23 - 6/30/25 | 370 | no | 5% | 7/2/2023 | 3% | 6/30/2024 | 1) Increase County contribution to each coverage level of the TCDSA health plan by \$25 per pp for plan year 2024, increase County Health contribution to each coverage level of the TCDSA health plan by \$25 per pp for plan year 2025 2) County Match to Deferred Compensation at 1:4 ratio up to \$1,750 per calendar year in 2023, increasing to \$2,000 in 2024, 3) Equity increase for Sheriff's Deputy II classification effective 7/2/23, 4) Sheriff Sergeants in Operations currently at step 4 or below who were promoted from the Sheriff Deputy II classification between 3/13/22 and 5/7/23, will advance one step effective 7/2/23, 5) Uniform allowance increased from \$800 to \$900 per year, 6) Bilingual pay increased from .50/standard hour to .63/standard hour, 7) \$300 stipend for Assigned Resident Deputies, 8) CTO CAP increased from 60 hours to 80 hours | yes |

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| Unit 14 (PLEMA) | Agreement | 7/1/23 - 6/30/25 | 370 | yes | 5% | 10/8/2023 | 3% | 6/30/2024 | 1) County Match to Deferred Compensation at 1:4 ratio up to \$1,750 per calendar year in 2023, increasing to \$2,000 in 2024, 2) Increase County contribution towards EE + Family coverage level by \$25.00 per pp in health plan year 2024 and another \$25 toward EE + Family in health plan year 2025, 3) Increase uniform allowance from \$1,000 to \$1,050 in fiscal year 2023/2024, and increase to \$1,000 per fiscal year in 2024/2025. | yes |
| Unit 16 (PATCOP) | Agreement | 7/1/23 - 6/30/25 | 300 | yes | 4% | 7/2/2023 | 3% | 6/30/2024 | 1) Increase Continuing education from \$4,500 to \$5,000, 2) Increase Incentive Program from \$30,000 to \$32,000 per calendar year, 3) On call \$750 per day in excess of 4 days from 5 days; must be in clinic minimum of 60 hours each month 4) County Match to Deferred Compensation at 1:4 ratio up to \$1,750 per calendar year in 2023, increasing to \$2,000 in 2024, 5) Increase County contribution to Family Health Coverage level by \$25 per pp for plan year 2024, increase County Health contribution to EE + Family by \$25 for plan year 2025, per pp to \$170. per pp). | no |
| Unit 22 (DACIATC) | Agreement | 7/1/23 - 6/30/25 | 340 | yes | 5% | 7/2/2023 | 3% | 6/30/2024 | 1) Continue County Match to Deferred Compensation at 1:4 ratio up to \$2,000 per calendar year through 2023. Effective January 1, 2024, increase the County Match to \$2,250 per calendar year, 2) Increase County contribution to the Family coverage level of the SJVIA plan by \$25 per pp for plan year 2024, increase County Health contribution to the Family coverage level of the SJVIA plan by \$25 for plan year 2025, | yes |
| Unit 23 (TCPFA) | Agreement | 7/1/23 - 6/30/25 | 300 for 40 hr EE's and 420 for 56 hr EE's | yes | 5% | 8/27/2023 | 3% | 6/30/2024 | 1) Reduction from 4 to 3 employees granted vacation leave within 24-hour shift, 2) Continue County match to Deferred Compensation at 1:4 ratio up to \$1,750 per calendar year in 2023, increasing to \$2,000 in 2024, 3) Increase County contribution to the Family coverage level of the SJVIA plan by \$25 per pp for plan year 2024, increase County Health contribution to the Family coverage level of the SJVIA plan by \$25 for plan year 2025, 3) Increase in Line of Duty life insurance benefit from \$10,000 to \$20,000 and the Accidental Death and Dismemberment from \$10,000 to \$40,000 4) Bilingual Pay increased from .50/standard hour to .63/standard hour 5) 3% additional pay for shift personnel assigned as lead instructors for department approved classes, 6) 3% additional pay for Swift Water Certified employees assigned and engaged in a rescue as determined by the department | yes |

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| Units 9, 10, 11, 19, 20, 21 (Unreps, Retirement Administrator, Chief Probation Officer) | BOS Resolution | n/a | 300 | yes | 4% | 7/2/2023 | 3% | 6/30/2024 | 1) 3% equity increase for Probation Institution Supervisor and Probation Officer Supervisor effective 7/2/23, 2)Unrepresented Attorneys in BU 11 and 20, a 2% equity effective 6/30/24, 3) 5% equity for Fire Battalion Chiefs in BU 19 effective 7/2/23, 4) Increase in bilingual pay from .50/standard hour to .63/standard hour 5) County continues to Match to Deferred Compensation at 1:4 ratio up to \$2,000 per calendar year through 2023, increase to \$2,250 per calendar year beginning 1/1/2024, 6) Increase County contribution by \$25 per pp for EE + Family coverage level for 2024 health plan year, and another \$25 for the same plan in the 2025 health plan year. 7) AR 50 Cellphone Stipend of \$55 per month for FLSA-exempt employees, effective 7/1/23 | no (except for certain Sheriff, Undersheriff, Assistant Sheriff, and Probation Dept classes) |
| Union Code 40: County Elected Officers (Assessor, Auditor, District Attorney, and Sheriff) | BOS Resolution | n/a | n/a | yes | 7% and 12% | Effective following adoption of the County's Annual Budget for FY 2023/24 | | | 1) County Match to Deferred Compensation at 1:4 ratio up to \$2,000 per calendar year through December 31, 2023. Effective January 1, 2024 the County Match will increase up to a maximum of \$2,250 per calendar year. 2) Increase County contribution by \$25.00 per pp for EE + Family coverage level for 2024 health plan year and an additional \$25 for 2025 health plan year. 3) Cellphone stipend of \$55 monthly | no (yes for Sheriff) |
| Unit 50 (Board of Supervisors) | BOS Resolution | n/a | n/a | yes | 3% | Effective sixty (60) days after adoption of County's Annual Budget for FY 2021/22 | 1% | Effective sixty (60) days after adoption of County's Annual Budget for FY 2021/22 | 1) County Match to Deferred Compensation at 1:4 ratio up to \$2,000 per calendar year through December 31, 2023. Effective January 1, 2024 the County Match will increase up to a maximum of \$2,250 per calendar year. 2) Increase County contribution by \$25.00 per pp for EE + Family coverage level for 2024 health plan year and an additional \$25 for 2025 health plan year. 3) Cellphone stipend of \$55 monthly | no |