

Unit J/F Union Agreements

- 4% annual base wage increases over a 3-year term
- Add a Longevity Pay
 - 2.5% at 10 years; 3.5% at 15 years and 5.5% at 20 years
- Increases the County's contribution towards health insurance resulting in \$0 monthly cost for the PERS Gold health plan, dental and vision for employee only, employee + one and employee + family
 - Increase the County's contributions to health insurance by 9% in year 2 and year 3 of the contract.
- Adds Cesar Chavez as a County recognized holiday
 - Monday March 31, 2025
- Extends the Winter Recess provision for the term of the 3-year agreement



Estimated Impacts

- Unit X: Calculations with assumption of 4% wage increase and health insurance benefit increase
- New health Insurance cost effective January 2025
 - Average increase of \$124/staff/month

| | FILLED | VACANT | Total |
|-------------------------------|---------|--------|---------|
| Total No. of Funded Positions | 38 | 15 | 53 |
| 4% Increase to Salary | 160,899 | 64,471 | 225,370 |
| J Unit Longevity | 13,934 | - | 13,934 |
| Benefits Cost of 4% increase | 55,273 | 18,317 | 73,590 |
| health Insurance | 27,816 | 11,712 | 39,528 |
| Estimated Total Impact | 257,922 | 94,500 | 352,422 |

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|---------------------|--------|--------|--------|
| Additional Holidays | 24,804 | 12,674 | 37,478 |
|---------------------|--------|--------|--------|
- No financial impact from
 - Cesar Chavez as a County recognized holiday
 - Extends the Winter Recess

