

## **2025-2027 Modifications to Benefits Policy- Unrepresented Employees**

### **WAGES and Steps**

**2025:** 3.0% wage increase effective the first full pay period following January 1, 2025. Employees shall progress through the wage schedule per the applicable salary plan in 2025.

Effective January 1, 2025, the job classification and applicable salary plans as contained within Addendum A shall be revised as part of the countywide classification and compensation modernization initiative.

**2026:** 3.5% wage increase effective the first full pay period following January 1, 2026. Employees shall progress through the wage schedule per the applicable salary plan in 2026.

Effective January 1, 2026, all salary plans containing steps that require four (4) or more years between progression shall reduce the progression by two (2) years, not to result in more than two (2) years between steps.

**2027:** 4.5% wage increase effective the first full pay period following January 1, 2027. Employees shall progress through the wage schedule per the applicable salary plan in 2027.

### **MEDICAL INSURANCE**

The Employer and employee will contribute toward medical insurance premiums as follows in 2025, 2026, and 2027:

<b>Tier</b>	<b>Employer Contribution %</b>	<b>Employee Contribution %</b>
Employee only (Single)	95%	5%
Employee + Spouse	82%	18%
Employee + child(ren)	82%	18%
Family	83%	17%

Employer contributions are prorated for part-time employees.

For the High Deductible plan, the Employer shall also contribute to a Health Savings Account (HSA) as follows:

<b>Employee only (Single)</b>	<b>\$60/mo (\$720 annual maximum)</b>
Employee + Spouse	\$125/mo (\$1,500annual maximum)
Employee + child(ren)	\$125/mo (\$1,500annual maximum)
Family	\$125/mo (\$1,500annual maximum)

### **DENTAL INSURANCE**

<b>Tier</b>	<b>Employer Contribution %</b>	<b>Employee contribution %</b>
Employee Only (single)	50%	50%
Employee + Spouse	50%	50%
Employee + Child(ren)	50%	50%
Family	55%	45%

## RETIREE INSURANCE CONTRIBUTIONS

### Regular Retiree Minimum Payment effective January 1, 2025:

- **Single** – No less than \$55/month
- **Family** – No less than \$110/month

## OTHER ITEMS –

Economic	<b><u>New Floating Holiday</u></b> <ul style="list-style-type: none"><li>• Effective in 2025, additional 8 (eight) hours of floating holiday for probationary or permanent status employees for a total of sixteen (16) hours.</li></ul>
Economic	<b><u>Night Differential</u></b> <ul style="list-style-type: none"><li>• Effective FFPP following 01/01/2025, increase night differential to 7% of the first step in the salary range established for the job classification.</li></ul>
Economic	<b><u>Saturday/Sunday Differential</u></b> <ul style="list-style-type: none"><li>• Effective FFPP following 01/01/2025, increase the Saturday and Sunday differentials \$1.00 per hour.</li></ul>
Economic	<b><u>On-Call</u></b> <ul style="list-style-type: none"><li>• Increase the On-Call rate from \$2.50 to \$3.00 effective the FFPP following January 1, 2025.</li></ul>
Non-Economic	<b><u>Paid Parental Leave</u></b> <p>Modify Paid Parental Leave Policy to include, effective 1/1/2025, the County will provide 8 (eight) weeks of paid parental leave to sunset once a state parental leave program is in effect.</p>