**Benefits Cap for CY 2027-2029**
**Letter of Agreement**

## I. PARTIES

The parties to this agreement are Marion County (hereinafter, "the County") and the Marion County District Attorney's Association (MCDAA, hereinafter "the Association").

## II. PURPOSE OF THE AGREEMENT

The purpose of this agreement is to provide a one-time upward change to the calendar years 2027, 2028, and 2029 benefits cap listed in Article 11 – Health, Welfare, and Retirement Benefits, Section 3 – Employer Health Insurance Contributions of the July 1, 2026 through June 30, 2029 MCDAA Collective Bargaining Agreement (CBA).

## III. AGREEMENT

The benefits cap provided in Article 11, Section 3 of the CBA shall be adjusted as follows:

Effective July 1, 2026, the County agrees to contribute up to one thousand eight hundred ninety-six dollars ($1,896) per employee, per month, for health, dental, and vision benefits for the remainder of benefit plan year January 1, 2026, to December 31, 2026.

The County agrees to contribute up to two thousand one hundred dollars ($2,100) per employee, per month, for health, dental, and vision benefits for the benefit plan year January 1, 2027, to December 31, 2027.

The County agrees to contribute up to two thousand two hundred fifty dollars ($2,250) per employee, per month, for health, dental, and vision benefits for the benefit plan year January 1, 2028, to December 31, 2028.

The County agrees to contribute up to two thousand three hundred dollars ($2,300) per employee, per month, for health, dental, and vision benefits for the benefit plan year January 1, 2029, to December 31, 2029.

## IV. CONCLUSION

The chief administrative officer, spokespersons, human resources, and the designated representatives of the Association, to be valid, must sign any letters of agreement. Such letters of agreement shall be attached and made part of the collective bargaining agreement. This agreement is made without precedent to either party and may not be used by either party in current or future negotiations.

Termination of agreement: unless otherwise negotiated through the bargaining process this agreement shall end June 30, 2029.

FOR THE ASSOCIATION

Justin Barbot-Wheaton
MCDAA President

11/24/26
Date

FOR THE COUNTY

Jan Fritz
Chief Administrative Officer

11/25/2026
Date

Salvador LLerenas
Chief Human Resources Officer

11/25/2026
Date

Michelle Teed
Human Resources Labor Counsel

11-25-26
Date