

**Wage Adjustment  
Letter of Agreement**

**I. PARTIES**

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

**II. PURPOSE OF THE AGREEMENT**

The purpose of the agreement is to memorialize the Parties' agreement regarding wage increases under Article 12 of the Parties' collective bargaining agreement.

**III. AGREEMENT**

Article 12 – Wage Adjustment

Effective July 1, 2025, all employees shall receive either (1) a three and one-half percent (3.5%) wage increase across the board or (2) the percentage wage increase negotiated by the Marion County Employees Association for its members effective July 1, 2025, whichever is greater.

Exhibit A to the CBA will be further adjusted to reflect the increase in wages.

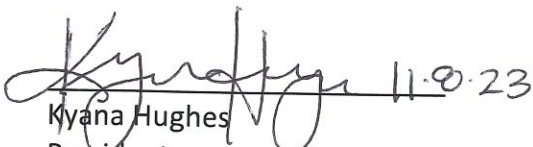
**IV. CONCLUSION**

This letter 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, 2026.

Agreed this date: November 20, 2023


For the Association

  
Kyana Hughes  
President

For the County

  
Jan Fritz  
Chief Administrative Officer

  
Jane Vetto  
County Legal Representative

  
Salvador Llerenas  
Chief Human Resources Officer