Agreement to Change the Effective Date of the 1% Salary Increase and Increase the High Deductible Health Plan (HDHP) Deductibles and Corresponding Health Savings Account (HSA) Contributions

The parties agree to the change listed below approved by the Board of Supervisor on September 15, 2015.

> 1% of the 2% base salary increase previously scheduled to be effective the beginning of the first full pay period on or after January 1, 2017 will be moved forward by 42 weeks. The 1% increase will now be effective the first full pay period beginning on or after March 19, 2016. The additional 1% will remain effective the beginning of the first full pay period on or after January 1, 2017.

Additionally, the parties agree to the changes in HDHP deductibles and HSA contributions listed below approved by the Board of Supervisor on October 20, 2015.

> Based on recent Internal Revenue Service mandates, the County must adjust the annual deductible amounts for its HDHP from $1,250 individual/$2,500 family to $1,300 individual/$2,600 family. To account for the increase in HDHP deductibles, the County will increase the annual County-provided HSA contribution from $1,200 individual/$2,000 family to $1,250 individual/$2,100 family. These changes are effective January 1, 2016.

The changes listed above will not change the labor group's contract expiration date or any other provision of any agreement between the parties.

Representing Stanislaus Sworn Deputies Association:

Dennis Wallach
Labor Consultant, Mastagni Holstedt A.P.C

12/8/15
Date

For The County:

Jody Hayes
Assistant Executive Officer

3/9/16
Date