

**Benefits Cap for CY 2026
Letter of Agreement**

I. PARTIES

The parties to this agreement are Marion 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 year 2026 benefits cap listed in Article 11 – Health, Welfare, and Retirement Benefits, Section 3 – Employer Health Insurance Contributions, Subsection C of the July 1, 2023 through June 30, 2026 Collective Bargaining Agreement (CBA).

III. AGREEMENT

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

C. The County agrees to contribute up to one thousand six hundred seventy-one dollars (\$1,671) per employee, per month, for health, dental, and vision benefits for the benefit plan year January 1, 2026, to December 31, 2026. The Association shall receive an additional one hundred and seventy-five dollars (\$175) for a total of one thousand eight hundred forty-six dollars (\$1,846) per employee, per month, for health, dental, and vision benefits for the benefit plan year January 1, 2026 to December 31, 2026.

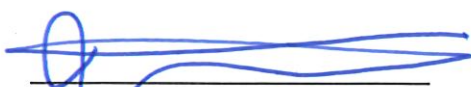
IV. CONCLUSION

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 6/30/26.

Agreed this date: 12/19/25

For the Association



Justin Barbot-Wheaton
MCDAA President

For the County



Jan Fritz
Chief Administrative Officer

Salvador LLerenas
Chief Human Resources Officer



Cody Waltermann
County Legal Representative