

**MCSSA Collective Bargaining Agreement Extension
Letter of Agreement**

I. PARTIES

The parties to this agreement are Marion County and the Marion County Sheriff Sergeants Association (MCSSA, hereinafter "the Association").

II. PURPOSE OF THE AGREEMENT

The purpose of the Letter of Agreement (LOA) is to extend the MCSSA 2024-2026 Collective Bargaining Agreement (CBA) for one (1) year. This extension will become effective from July 1, 2026 through June 30, 2027, unless otherwise specified. All other articles not referenced are to remain the same.

III. AGREEMENT

Article 8 – Vacations, Section 1 – Vacation Accumulation

Service	Pay Period	Days per Year
Day 1 - 3 yrs	5.231 hrs	17 days
3 yrs - 5 yrs	5.538 hrs	18 days
5 yrs - 10 yrs	5.846 hrs	19 days
10 yrs - 15 yrs	6.769 hrs	22 days
15 yrs - 20 yrs	7.385 hrs	24 days
20 yrs +	8.308 hrs	27 days

Article 13 – Wages, Section 1

As a result of having an agreement signed by June 1, 2026, the County will implement an early cost of living adjustment (COLA). Effective June 7, 2026, all MCSSA bargaining unit members shall receive a two percent (2%) COLA. The increased COLA will be reflected on the June 30, 2026 paycheck. If the Marion County Law Enforcement Association receives a COLA or wage adjustment greater than two percent (2%), that higher percentage will be afforded to bargaining unit members in MCSSA. If a higher COLA is provided it will be implemented on the date agreed upon or awarded. Any adjustment will be forward looking, it will not be retroactive.

Article 11 – Other Leaves, Section 10

In each calendar year, the employee may choose to take one (1) full day off on either the Day After Thanksgiving or Christmas Eve, with prior supervisor approval. The day not chosen by the employee will become a regular workday. This day off shall not be regarded as hours worked for the purpose of computing overtime hours for eligible employees.

If an employee is required to perform work on their chosen day, the employee shall be compensated in pay at the rate of time and one-half (1 ½) for all hours worked that day.

IV. CONCLUSION

The chief administrative officer, Sheriff, 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.

FOR THE ASSOCIATION



Todd Moquin
President, MCSSA

06-01-26
Date

FOR THE COUNTY



Jan Fritz
Chief Administrative Officer

6/1/2026
Date



Nick Hunter
Sheriff

6/1/26
Date



Salvador Llerenas
Chief Human Resources Officer

6/1/2026
Date



Cody Waltermann
Human Resources Labor Counsel

6/1/2026
Date