

**ADDENDUM #1  
TO THE  
2024-2027 AGREEMENT  
BETWEEN  
COUNTY OF SACRAMENTO  
AND  
THE SACRAMENTO COUNTY ATTORNEYS' ASSOCIATION  
COVERING EMPLOYEES IN THE  
SUPERVISORY AND NON-SUPERVISORY ATTORNEYS UNIT**

The parties agree to the parties' 2024-2027 Agreement as follows:

I. Replace Section 5.8 with the following:

**5.8 State Disability Insurance**

- a. The County shall maintain State Disability Insurance (SDI), at the employee cost, for employees in classes covered by the Agreement. This section shall not be valid if the membership elects to withdraw from SDI during the term of this Agreement and the State has approved withdrawal from SDI.
- b. Employees will be allowed to integrate SDI benefits with County leave balances consistent with County Policy 305, "State Disability Insurance Integration".

II. Replace Section 7.6 with following:

**7.6 Parental Leave**

- a. Employees shall be eligible for Parental Leave in accordance with County Policy 0837, "Parental Leave".
- b. Should all Recognized Employees Agree, policy 0837 will be amended to increase the usage period from six months to twelve months.

III. Replace Section 10.6 with the following:

**10.6 Deferred Compensation – Permanent Employees**

a. When an employee who is enrolled in the Sacramento County Employee Retirement System contributes into their 457(b) plan, the County will contribute a matching amount up to a maximum of five percent (5%) of the employee's salary into the employee's 401(a) plan.

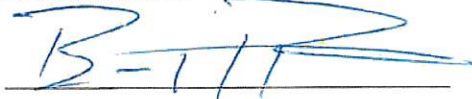
Matching contributions will be made for whole percentages only. For any employee that has a contribution rate of less than a whole percentage, the matching contribution rate will be made only for the whole percentage contribution amount. For example, a contribution amount of 1.6% will receive a "matching" contribution of 1%.

b. All newly hired, rehired, or newly transferred employees in this bargaining unit who are enrolled in the Sacramento County Employees Retirement System will be automatically enrolled in the County 457(b) Deferred Compensation plan. The automatic enrollment deduction percentage will be 1% of compensation on a pretax basis which will be deposited in the Plan's appropriate Qualified Default Investment Allocation (QDIA) Target Date fund.

c. Automatic enrollment will not take effect until the first full pay period following the 35-day period after the date of hire, rehire, or transfer to provide an opt-out period for the employee. Employees subject to auto enrollment who choose to opt-out must do so utilizing the online portal to stop or change their contribution rates. This change must be made sufficiently in advance of payroll timelines to take effect. Newly automatic enrolled 457(b) participants can "unwind" their contributions in the first 90 days of enrollment. This triggers an in-service withdrawal and tax consequences. Additionally, any matching 401(a) employer contributions are forfeit if the unwind provision is enacted.

d. Employees entered into the automatic enrollment process retain all normal Deferred Compensation participant abilities, including increasing contribution percentages, ceasing contribution percentages, reallocating contributions to alternative funds, choosing post tax contributions, etc., in accordance with the procedures and parameters established by the County as the Plan Administrator.

Sacramento County Attorneys'  
Association:



Ryan Roebuck  
Interim President

DATE: 11/17/2025

County of Sacramento:



Matt Connolly  
Chief Labor Negotiator

DATE: 11/17/2025