


**LETTER OF UNDERSTANDING
BETWEEN
COUNTY OF SACRAMENTO
AND
THE SACRAMENTO COUNTY ATTORNEYS' ASSOCIATION
COVERING EMPLOYEES IN THE
SUPERVISORY AND NON-SUPERVISORY ATTORNEYS (SCAA) UNIT**

County Deferred Compensation Contributions

The parties agree that employer deferred compensation contributions made for employees by comparable employers identified by the parties, as well as for Sacramento County, will be included in total compensation surveys. The parties agree that the following language will be added to Section 10.6(a) in the parties' agreement that follows the agreement expiring on June 30, 2027:

"The 5% maximum County contribution match will be counted in the calculation of total compensation for the purposes of salary surveys."

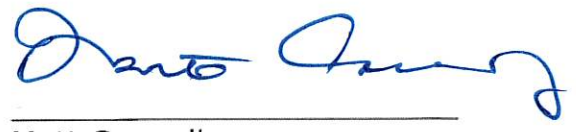
For SCAA:



Ryan Roebuck

DATE: 11/17/2025

For Sacramento County:



Matt Connolly

DATE: 11/17/2025