Suffolk AME
SUFFOLK WORKS BECAUSE WE DO

2025 - 2029

PROPOSED AGREEMENT
MEMBER HIGHLIGHTS

17% in Scheduled Raises
18.25% compounded base salary growth by July 2029.

GENERAL WAGE INCREASES

- January 1, 2025 ..... 2.50%
- January 1, 2026 ..... 1.25%
- July 1, 2026 ..... 1.75%
- July 1, 2027 ..... 3.50%
- July 1, 2028 ..... 4.00%
- January 1, 2029 ..... 1.25%
- July 1, 2029 ..... 2.75%

LONGEVITY

Payments begin at five years of service. By 2029:

- 5 Years $1,440
- 10 Years $2,240
- 15 Years $2,640
- 20 Years $3,040
- 25 Years $3,840
- 30 Years $4,800

OTHER IMPROVEMENTS

- Grades 24-28 gain paid overtime eligibility under the revised provision.
- Annual Benefit Fund contributions increase by $500 per member by 2029.
- Tool allowance increases from $400 to $750 effective January 1, 2026.
- $1M in funding per year for salary and appeals to continue to address salary inequities.
- Meal allowance increases from $12 to $20.

SALARY STRUCTURE

- Grades 5-8 are eliminated in January 2027.
- Steps S, 1, and 2 are eliminated by 2029.

RETROACTIVE PAY

All Suffolk AME members receive increases owed back to January 1, 2025. Eligible retirement and death separations on or after that date are also covered.

NO CONCESSIONS IMPACTING CURRENT EMPLOYEES

Contract contains NO substantive concessions to the County that affect current employees.

VOTE YES

Summary of presentation highlights. The agreement and salary attachments govern eligibility, placement and payment. Subject to ratification.

OFF-THE-RECORD DRAFT AGREEMENT. THIS DOCUMENT, ITS EXISTENCE AND CONTENTS, MAY NOT BE REVEALED BY THE AME OR ITS AGENTS TO ANY THIRD PARTY WITHOUT THE COUNTY'S CHIEF NEGOTIATOR'S PRIOR WRITTEN PERMISSION. 11/2/26

STIPULATION OF AGREEMENT
BETWEEN
THE COUNTY OF SUFFOLK
AND
SUFFOLK COUNTY ASSOCIATION OF MUNICIPAL EMPLOYEES
BARGAINING UNITS No. 2 AND No. 6

Stipulation of Agreement made and entered into this __ day of November, 2026, by and between the County of Suffolk and the Suffolk County Association of Municipal Employees ("AME").

1. All provisions of the 2009-2012 Collective Bargaining Agreement (Blue and White Collar Units), as amended by the 2013-2016 Memorandum of Agreement, as further amended by the 2017-2024 Memorandum of Agreement, will continue except as modified pursuant to this Agreement ("the 2025-2029 Agreement").

2. Term of Agreement (Section 20, 3rd ¶). Five years, effective January 1, 2025 through December 31, 2029.

3. Wage Rates (Section 5; Appendix A).

    a. Effective on the first day of the first payroll period following January 1, 2025, each step of the salary schedule will be increased by 2.5%.
    b. Effective on the first day of the first payroll period following January 1, 2026 each step of the salary schedule will be increased by an additional 1.25%
    c. Effective on the first day of the first payroll period following July 1, 2026 each step of the salary schedule will be increased by an additional 1.75%
    d. Effective on the first day of the first payroll period following July 1, 2027 each step of the salary schedule will be increased by an additional 3.5%
    e. Effective on the first day of the first payroll period following July 1, 2028 each step of the salary schedule will be increased by an additional 4%
    f. Effective on the first day of the first payroll period following January 1, 2029 each step of the salary schedule will be increased by an additional 1.25%
    g. Effective on the first day of the first payroll period following July 1, 2029 each step of the salary schedule will be increased by 2.75%

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The new salary schedules are attached to the 2025-2029 Agreement as Attachment ___.

Retroactive payments will be paid to all current employees on payroll as of the date of full ratification and approval of the 2025-2029 Agreement. Employees who have separated through retirement or death on January 1, 2025 or later will be eligible for retroactive payments for the portion of the year in which they were on payroll, including those using catastrophic illness or cancer pool donations.

4. Salary Chart (Section 5).

Effective on the first day of the first payroll period following January 1, 2027, Grades "5" through "8" of the wage scales will be removed and employees on those steps as of that date will be moved to Grade "9."

Effective on the first day of the first payroll period following January 1, 2027, Step "S" of the applicable wage scales will be removed and employees on that step as of that date will be moved to Step "1." Effective on the first day of the first payroll period following January 1, 2028, Step "1" of the applicable wage scales will be removed and employees on that step as of that date will be moved to Step "2." Effective on the first day of the first payroll period following January 1, 2029, Step "2" of the applicable wage scales will be removed and employees on that step as of that date will be moved to Step "3."

Effective on the first day of the first payroll period following January 1, 2027, the wage scales for all employees will be amended as set forth below and as set forth in Attachment __. The general wage increases set forth in Paragraph 3 above, as well as the adjustments set forth above, are included in Attachment __. Employees will be placed at the appropriate step per the attached schedule.

5. Compensatory Time (Section 6.7)

Effective on the first day of the first payroll period following full ratification and approval of the 2025-2029 Agreement, Section 6.7, change "Grade 23" to "Grade 28."

6. Compensatory Time (Section 6.8)

Effective on the first day of the first payroll period following full ratification and approval of the 2025-2029 Agreement, Section 6.8, third and fourth paragraphs, change "Grade 24" to "Grade 29."

7. Longevity (Section 5.1)

Effective on the first day of the first payroll period following January 1, 2026; the first day of the first payroll period following January 1, 2027; the first day of the first payroll period January 1, 2028; and the first day of the first payroll period following January 1, 2029, longevity payments will increase as follows:

LONGEVITY	Years of Service					
	5 Years	10 Years	15 Years	20 Years	25 Years	30 Years
2026	$960	$1,760	$2,160	$2,560	$3,360	$4,320
2027	$1,120	$1,920	$2,320	$2,720	$3,520	$4,480
2028	$1,280	$2,080	$2,480	$2,880	$3,680	$4,640
2029	$1,440	$2,240	$2,640	$3,040	$3,840	$4,800

Retroactive longevity payments will be paid to eligible employees on payroll as of the date of the full ratification and approval of the 2025-2029 Agreement. Employees who retired from service on January 1, 2025 or later will be entitled to retroactive payments. Retroactive payments will be the difference between the amounts above and longevity payments received in 2025.

8. Benefit Fund (Section 7.3)

a. Effective January 1, 2026, the County's contribution will be increased by $350 per member.
b. Effective January 1, 2027, the County's contribution will be increased by $50 per member.
c. Effective January 1, 2028, the County's contribution will be increased by $50 per member.
d. Effective January 1, 2029, the County's contribution will be increased by $50 per member.

9. Tool Allowance (Blue Collar Unit Section 17(E))

Effective January 1, 2027, the annual Tool Allowance will be increased to $750 and the second paragraph of this Section will be deleted.

10. Meal Allowance (White Collar Unit Section 17 G), Blue Collar Unit Section 17(H))

Effective on the first day of the first payroll period following full ratification and approval of this 2025-2029 Agreement, change $12 to $20.

11. On-call/Standby

Effective on the first day of the first payroll period following full ratification and approval of this 2025-2029 Agreement, the "pilot" standby pool will be added to the Collective Bargaining Agreement for titles listed in Attachment __.

12. Personal Leave (2017-2024 MOA, ¶ 15)

Effective January 1, 2027, this provision will be deleted.

13. Tuition Reimbursement (White Collar Unit Section 17(H)(2); Blue Collar Unit Section 17(I)(2))

Effective January 1, 2027, the County's annual allotment will be increased to $500,000.

14. Vacation Accruals (Section 8.4)

Any employee hired after the full ratification and approval of this 2025-2029 Agreement will not receive any separation (SCAT) pay, except for accrued compensatory time earned as a result of overtime, if they separate from service during their first 24 months of employment. All previously approved unpaid time will be restored to an employee if they return to the payroll within 12 months following separation.

15. Salary Appeals (Section 17(C))

Effective upon full ratification and approval of this 2025-2029 Agreement, add that any portion of the appropriated funds remaining unexpended at the end of a calendar year will be carried forward until fully utilized. This paragraph will expire at 11:59:59 p.m. on December 31, 2029 and will revert to $500,000 as of January 1, 2030 unless otherwise agreed by mutual written agreement of the parties.

The Salary and Appeals Board will issue a written determination on each appeal within 90 calendar days of its submission unless extended by mutual written agreement of the parties.

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Effective January 1, 2027, the first sentence of the second paragraph of CBA Section 17(C) will be revised to increase "$500,000" to "$1,000,000." This increase will expire at 11:59:59 p.m. on December 31, 2029, and will revert to $500,000 as of January 1, 2030, unless otherwise agreed by the parties in writing via a fully ratified and approved memorandum of agreement.

16. Joint Committees

Within six months following the full ratification and approval of this 2025-2029 Agreement, the parties will establish the following Joint Committees:

a. Employee Mental Health Employee Assistance

b. Maternity/Paternity Leave

Criteria and other matters that are not mandatory subjects of bargaining will not be subject to the jurisdiction of the Joint Committees. The Joint Committees shall sunset and dissolve on December 31, 2029. Each Joint Committee's results are subject to bilateral, written agreement and ratification by the AME membership and the County Executive. Nothing contained in this paragraph, or any action or inaction of a Joint Committee, or any statements made in Joint Committee meetings, will be subject to the grievance procedure or to any PERB or court proceeding or other third-party review, including impasse and interest arbitration. Notwithstanding the above, the AME retains the right to negotiate, including impasse and interest arbitration, over mandatory subjects of bargaining related to the subject matters contained above for successor collective bargaining agreements.

17. Payday (Section 6(Q))

Effective upon full ratification and approval of this 2025-20209 Agreement, the County may make one permanent change to when employees are paid, from Thursday to the following Friday, Monday, or Tuesday.

This Agreement reflects the complete agreement of the parties and shall not be amended except by written instrument signed and ratified by both parties. This agreement replaces, supersedes, and voids any prior agreements between the parties to the contrary.

Should any provision in this 2025-2029 agreement be found to be unlawful or unenforceable by a court of competent jurisdiction, the remainder of the 2025-2029 Agreement shall remain in full force and effect and both parties shall immediately commence negotiations to replace the invalidated provision with a comparable, legal clause.

18. Technology

All AME members will be subject to all technology-related rules, procedures and orders (including, but not limited to, those related to AI and related analytics, audio-only recording devices, biometric scanners and related technology, body-worn and dashboard cameras, crime scene and forensic technologies, drones, driver safety and vehicle use technology (including speed, braking and other vehicle-handling capabilities), electronic communications systems (e.g., but not limited to, radios, CADs, phones, tablets, LAPs, computers), GPS, gunshot detection devices, in-car cameras, robotics, surveillance technology, and thermal imaging devices) that have been or may be issued by the County pursuant to existing agreements and policies, and as they may be amended from time to time by the County, and as they may be developed and issued from time to time, subject to any applicable Taylor Law duty to negotiate over the impact of those policies or revisions. This agreement reflects the County's duty, if any, to negotiate with the AME over the impact of the issues addressed in this paragraph.

All provisions of this agreement are subject to ratification of the Suffolk County AME membership and ratification by the County Executive and shall not become effective until the appropriate ratification has occurred and, for those provisions requiring the appropriation of funds pursuant to Civil Service Law Section 204-a.1, the approval of the County Legislature.

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THEIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

Dated:
FOR SCAME:

_____
Terry Maccarrone, President
Suffolk AME

Dated:
FOR THE COUNTY:

_____
Jennifer K. McNamara, Esq. Director
Suffolk County Executive
Office of Labor Relations

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