Member ratification briefing

January 1, 2025 through
December 31, 2029

The case for a YES vote

Salary, Longevity and Overtime and Benefit Fund Improvements

17% /18.25%

17% in raises compounds to 18.25% base salary growth by July 2029

+$2,050

More annual longevity by 2029 at 30 years of service

Longevity Starts at 5 Years

Grades 24–28 gain paid overtime eligibility instead of only straight-time comp time.

Also: Increased annual Benefit Fund contribution $500 per member by 2029 and dedicated Salary and Appeals funding.

What We Gained Back

Personal leave	Ends the quarterly proration of personal leave in the first and last calendar years of employment.	**January 1, 2027**
Salary Chart	Reduces all salary charts by three steps by 2029.	**S in 2027, 1 in 2028, 2 in 2029[1]**

[1] Each step change begins with the first payroll period following January 1 of the stated year.

Seven Raises Build the Salary Base

Effective date	General wage increase
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%

17% stated raises / 18.25% compounded growth

What the Raises Mean at Various Salary Levels

Starting salary	July 2026 rate	July 2029 rate	Annual gain by 2029
$40,000	$42,239	$47,300	**+$7,300**
$60,000	$63,358	$70,950	**+$10,950**
$80,000	$84,478	$94,601	**+$14,601**
$100,000	$105,597	$118,251	**+$18,251**
$120,000	$126,717	$141,901	**+$21,901**

These gains continue in the salary base as well as overtime calculations.

Illustrations exclude steps, grade placement, longevity and overtime. Your salary depends on your workweek, hire date, grade and step.

Salary Restructuring Raises the Floor

Grades 5–8

Eliminated on January 1, 2027.
Affected employees
move to Grade 9

Includes School Crossing Guards

Steps S, 1, 2

Removed from the salary charts by 2029

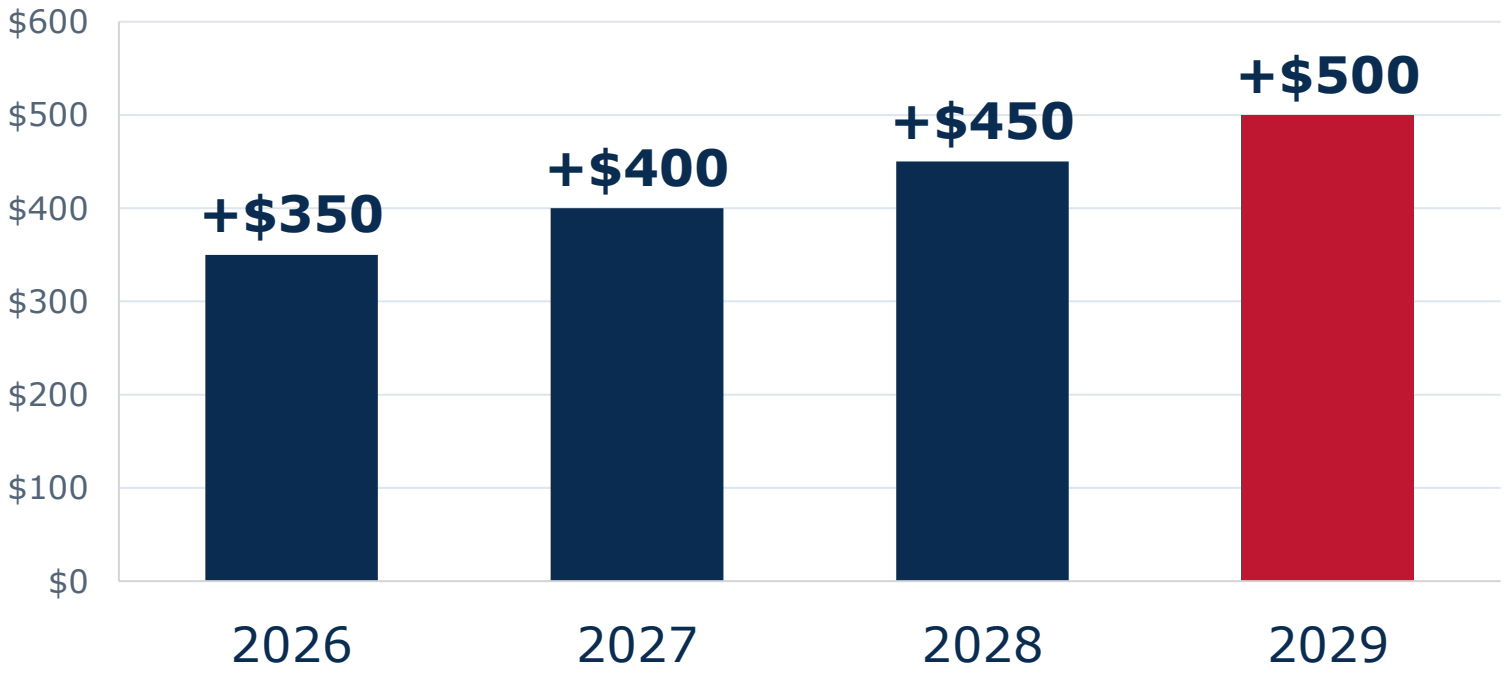
The revised salary-charts will govern placement.

Longevity Rewards Service Beginning at Five Years

Service tier	Current	2026	2027	2028	2029
5 years	—	$960	$1,120	$1,280	$1,440
10 years	$1,450	$1,760	$1,920	$2,080	$2,240
15 years	$1,900	$2,160	$2,320	$2,480	$2,640
20 years	$2,400	$2,560	$2,720	$2,880	$3,040
25 years	$2,550	$3,360	$3,520	$3,680	$3,840
30 years	$2,750	$4,320	$4,480	$4,640	$4,800

At 30 years: $2,050 more annually by 2029 than the current payment

Benefit Fund Contributions Rise Each Year



+$500

Annual contribution per member
above the prior rate by 2029

Effective January 1: +$350 in 2026, then +$50 each year in 2027–2029

Allowances and Education Support Improve

$750

Tool allowance, up from $400
Effective January 1, 2026

$500,000

Annual tuition funding
Effective January 1, 2027

Eligible meal reimbursement increased from $12 per meal to $20 per meal, a 67% increase.

Tool allowance eligibility follows existing rules. Tuition reimbursement remains subject to applicable rules.

Leave and Standby Provisions Improve

PERSONAL LEAVE AT SEPARATION

Actual accrued personal time replaces prorated payment, subject to applicable contract rules.

ON-CALL AND STANDBY

The existing pilot standby pool becomes a formal contract provision for titles in the approved attachment.

Effective upon full ratification and approval

Paid Overtime Eligibility Expands

From: Grade 23 to Grade 28

Members in Grades 24–28 gain access to paid overtime instead of only straight-time compensatory time.

The higher-grade threshold extends the scope of Section 6.8.

The revised Section 6.8 governs eligibility by title and overtime assignment.

Funding to Target Salary Inequities

Funding date	Dedicated appropriation
Full execution, ratification and approval	$1,000,000
January 1, 2027	$1,000,000
January 1, 2028	$1,000,000
January 1, 2029	$1,000,000

Unexpended funds will carry over forward until fully utilized

Appeals receive written determinations within 90 days unless mutually extended. Unspent funds carry forward for approved salary equity adjustments.

Retroactive Pay Recognizes Eligible Past Service

Active employees

The MOA provides retroactive payments for employees active on the date of full ratification back to 1/1/2025.

Retirement or death

Employees who separated through retirement or death on or after January 1, 2025 qualify for the eligible period on payroll.

Payment details

Final payroll calculations and a confirmed payment schedule will determine each eligible member’s payment.

The separation-pay concession has limits

24 months

Applies to new hires who separate during their first two years

No separation pay (SCAT), except accrued compensatory time.

Current employees are outside this new-hire restriction

Applies to hires after full ratification and approval. Previously approved unpaid time is restored on return to payroll within 12 months of separation.

Joint committees address workplace needs

MENTAL HEALTH AND WELLNESS

Review workplace stress, trauma and occupational challenges affecting members.

FAMILY LEAVE

Review parental, caregiver and family leave policies and develop recommendations.

Established within six months. Meetings at least quarterly.

Timing begins with full execution, ratification and approval.

The financial Analysis Shows Substantial Investment

Over $200 million

Estimated net County cost of the package over 2025–2029

Includes salary improvements, employer benefits and other provisions. The estimate deducts approximately $4.1 million in modeled concession savings.

Illustrative SCAME model assumes 250 new hires and 250 retirees. This total is not money paid directly to members.

More Than a Raise: The Full Value of the Agreement

- **17% in general raises compounds to 18.25% over the full agreement.**
- **Higher longevity strengthens annual pay**, including members already at top step.
- **Grades 24–28 gain paid overtime eligibility** under the revised provision.
- **Retroactive pay delivers salary increases and longevity owed from January 2025.**

Current SCAME members gain without pay or benefit givebacks

Every current member gains from negotiated wage increases.
The agreement protects existing separation pay for current members.

Other units accepted concessions

Probation Officers, Deputy Sheriffs, Correction Officers and Police Officers all provided meaningful concessions impacting current members.

The new separation pay restriction applies only to future hires. Payday and technology provisions also apply to all unions and have no monetary impact.

Your vote determines ratification

Vote YES on the 2025–2029 agreement

Review your salary chart and ask questions about your own circumstances before casting your vote.

Ratification and required County approvals govern implementation. SCAME will provide official voting and payroll notices.

Thank you

for your patience and support

