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.