



TO: All SCMA Dues Paying Members

FROM: SCMA Contract Negotiation Team

RE: SCMA & County of Sacramento 2022 – 2025 (032/033) Contract - Tentative Agreement Summary

Contract Term: 3 years, effective June 19, 2022 to June 30, 2025.

All other terms of the 2018–2021 SCMA/County of Sacramento MOU are rolled over (continue).

Longevity: *(new benefit)* +2.5% @ 10 years

7.4 Salary Increases:

- a. Effective June 19, 2022: +4% COLA
- b. Effective June 18, 2023: +4% COLA
- c. Effective 1st pay period of June 30, 2024: +2% to +4% COLA, based on CPI

7.5 Equity Adjustments - these are increases in addition to COLA's identified above for certain classifications

Classifications	Effective 06/19/22	Effective 06/18/23
Accounting Manager	+2.0%	n/a
Sr. Civil Engineer ¹	+2.0%	n/a
Chief Forensic Pathologist	+10.0%	n/a
County Pharmacist	+10.0%	n/a
Director, District Attorney Lab or Forensic Services	+3.0%	n/a
Facilities Manager	+3.0%	n/a
Real Estate Program Manager	+5.0%	+5.0%
Chief Real Estate Division	+5.0%	+2.0%
Sheriff's Records Manager	+4.0%	n/a
Pharmacy Manager	+1.5%	n/a
Veterinarian	+5.0%	+3.0%

¹ Adjustments will also apply to benchmark classifications in 7.6 (#3 & #4)

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Elvira Fong	Mai-Tram Le	Jason Lofton	Scarlett Ong
Craig Rader	Adriane Rosemond		Patrick Schroeder
	Vanessa Stacholy		

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7.5 Special Compensation & Differential Compensation: Major Contract Changes

1. Minimum Car Allowance [§7.5] - Deletion of \$48 monthly lump sum in lieu of tracked mileage reimbursed at IRS rate.
2. 401(a) Contribution [§7.5.d.3] - County to contribute 3% for 1% employee contribution (*i.e. 3 to 1 match, increased from 1%*)
3. Bilingual/Cultural Differential [§7.5.d.6.d]
 - a. Oral (bilingual/cultural) – increase from \$0.30 to \$0.80/hr
 - b. Oral/written – increase from \$0.35 to \$1.00/hr
4. Nursing Differential [§7.5.d.7] - weekend shift differential increase from \$1.00 to \$1.50/h
5. Treatment Center Program Coordinator Differential [§7.5.d.8] – add weekend shift differential at \$1.50/hr
6. Chief Park Rangers POST Incentive [§7.5.g.b] – POST incentives below can be up to 10.0% of base salary
 - a. Management POST = +5.0%
 - b. Executive POST = +5.0%
7. Retention Differential [§7.5.i] – decrease from 5.0% to 2.5% for 10 years at top step (*new longevity benefit +2.5% for 10 years regardless of what step*), deletion of associated language. For Human Services, Division Manager Range B assigned as Director of Nursing in DHHS, HPC Range A, Sr. HPC A or B, HPM, and TCPC
8. Correctional Facility Differential [§7.5.q]
 - a. delete Supervising Registered Nurse D/CF (*equal amount rolled into base pay per §7.6.8 below*)
 - b. add Food Service Managers at main jail or Rio Cosumnes Correctional Facility at +15.0%
 - c. add Food service Managers at Youth Detention Facility at +5.0%
9. Accounting Educational Incentive [§7.5.q] – maximum of +5.0% differential, cannot combine certification and/or MS degree. Add MS Accountancy, MBA (w/ at least 1 course in Accounting), or MS Public Administration from accredited institution to eligibility list for 5% differential.
10. Human Services Division Manager Range B [§7.5.s] – +5.0% differential if assigned to correctional health.
11. Battalion Chiefs - eligible for OT paid at a straight time rate for certain hours worked above those normally scheduled

7.6 Benchmark Classifications: Effective 06/19/2022, top step to top step

1. Battalion Chief = Fire Captain +18.0%
2. Fire Chief = Battalion Chief +14.0%
3. Sr. Civil Engineer = Sr. Electrical Engineer, Sr. Engineer Architect, Sr. Instr Cntrl System Engineer, Sr. Land Surveyor, Sr. Landscape Architect, Sr. Mechanical Engineer, Sr. Transportation Engineer, Sr. Scientist
4. Sr. Civil Engineer +10.0% = Water System Superintendent, Manager of Special District Services, Principal Civil Engineer, Principal Engineer/Architect, Principal Land Surveyor, Principal Transportation Engineer
5. Chief Public Health Division = Epidemiology Program Manager/Chief Public Health Laboratory Service +10.0%
6. Chief Public Health Laboratory Service = Health Program Manager + 2.0%
7. Epidemiology Program Manager = Health Program Manger

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8. Supervising Registered Nurse D/CF – correctional differential in contract §7.5.q rolled into base pay

7.7 Re-openers:

1. Nursing Manager Series – County to begin classification study no later than 01/01/2023 to create series by 12/31/2024
2. Sr. Health Program Coordinator Range A/B – County to begin classification study no later than 01/01/2023
3. Treatment Plant Operations & Maintenance Manager I and Sr. Instrumentation & Control Systems Engineer – County & Union to meet by 10/01/2022 over salary adjustments
4. Attorneys in 032/033 – County & Union to discuss economic adjustments if Attorneys in 020/021 received economic adjustments that exceed the increases received in this Agreement during the 2022 - 2025 MOU

8.1 Holidays: (new holiday) Add June 19 (Juneteenth) without any reduction in existing holidays list.

- c. Holiday-in-Lieu – For employees who work in a unit for which the normal work schedules include weekends and holidays, delete 1 day off every four weeks language. Accrual rate increased from 4.3 to 4.6 hours each bi-weekly pay period. Accrue rate for Battalion Chief on 24-Hour Schedule increased from 5.6 to 6.4 hours each bi-weekly pay period.

4.3 Letters of Reprimand: Appeals from Letters of Reprimand no longer appealable to Step 3. Steps 1 and 2, and mediation by mutual agreement still permitted for Letters of Reprimand.

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