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LETTER OF UNDERSTANDING
BETWEEN
COUNTY OF SACRAMENTO
AND
SACRAMENTO COUNTY MANAGEMENT ASSOCIATION (032)

During collective bargaining for the 2022-25 SCMA Memorandum of Understanding (MOU), the County and SCMA agreed to revise Section 7.5 (g) EDUCATION INCENTIVE PAY (renumbered and retitled in the 2025-29 MOU to Section 7.6 (n) (4) Special Compensation and Differential Compensation) to include both POST and Education incentives for the class of Chief Park Ranger. In the final version of the MOU, this revised language was inadvertently omitted.

This Letter of Understanding memorializes the parties' agreement to the language shown below, and that this language will be incorporated into the successor MOU.

7.6 Special Compensation and Differential Compensation

4. Chief Park Rangers are eligible for Peace Officers Standards and Training (POST) and Education Incentive pay to a maximum of twenty percent (20%) of their base salary.

(a) Employees who have earned a Supervisory Certificate from POST receive an additional five percent (5.0%) of their base salary pay.

(b) Employees who have earned a Management Certificate from POST receive an additional five percent (5.0%) of their base salary pay.

(c) Employees who possess an A.A. degree (or equivalent – sixty (60) semester units) receive an additional five percent (5.0%) of their base salary pay.

(d) Employees who possess an B.A. or B.S. degree receive an additional five percent (5.0%) of their base salary pay.

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10/26/2026

Date

SCMA:

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Jason Jasmine
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Signed by:
Kelsey Johnson
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Kelsey Johnson
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COUNTY:

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Karen Farrel
Labor Relations Officer