

April 30, 2014

Ms. Laura Strand  
Stationary Engineers, Local 39  
1620 North Market Boulevard  
Sacramento, CA 95834

**RE: General Services Department, Animal Care Division  
Customer Service Representatives, 9/80 Trial Program**

Dear Ms. Strand:

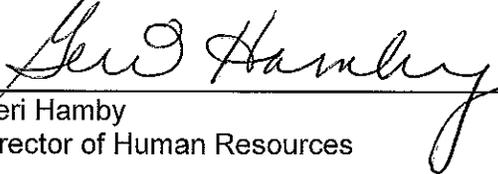
This letter is to confirm the agreement reached between the City of Sacramento ("City") and the Operating Engineers/Stationary Engineers, Local 39 in reference to a trial period 9/80 work schedule in the Customer Service Team of the Animal Care Division of the Department of General Services. Specifically, it is agreed as follows:

1. The Customer Service Team of the Division will be implementing a trial 9/80 work schedule with the pay period beginning May 17, 2014, and ending on November 14, 2014.
2. Employees in the Customer Service Team in the classifications of Customer Service Representative and Typist Clerk II have elected to participate in this trial and will be placed on a 9/80 work schedule during the trial period.
3. Management will make every effort to accommodate shift preferences and previously approved vacation/time off requests during the trial period.
4. Management and the Union will meet after the trial period to review the program and determine whether to continue the trial period, implement a permanent 9/80 schedule, or eliminate 9/80 schedule entirely. Neither party has any obligation to continue the program after the trial period.
5. Either party may terminate this trial period with thirty (30) calendar day's written notice to the other party.

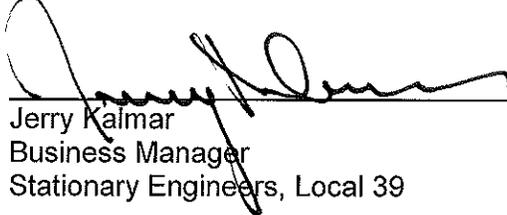
This agreement does not establish a precedent, nor does it interpret any employee rights under the language of the Labor Agreements, the Rules and Regulations of the Civil Service Board or any applicable policies and procedures of the General Services Department or the City of Sacramento except as expressly stated herein.

If this is your understanding of the agreement reached, please sign as indicated below and return one original to Labor Relations. One additional copy with an original signature is enclosed for your files.

Sincerely,

  
\_\_\_\_\_  
Geri Hamby  
Director of Human Resources

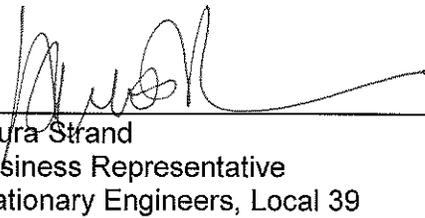
AGREED TO:

  
\_\_\_\_\_  
Jerry Kalmar  
Business Manager  
Stationary Engineers, Local 39

AGREED TO:

  
\_\_\_\_\_  
Steve Crouch  
District Representative  
Stationary Engineers, Local 39

AGREED TO:

  
\_\_\_\_\_  
Laura Strand  
Business Representative  
Stationary Engineers, Local 39

Approved as to form:

  
\_\_\_\_\_  
Brett M. Witter  
Supervising Deputy City Attorney