

January 30, 2014

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

RE: General Services Department, Animal Control Officers, 4/10 Trial Program

Dear Ms. Strand:

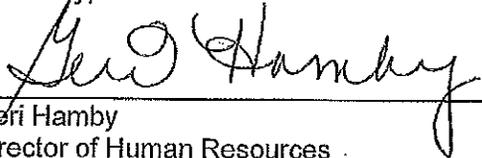
This letter is to confirm the agreement reached between the City of Sacramento ("City") and the Operating Engineers/Stationary Engineers, Local 39 in reference to a 4/10 trial in the Animal Enforcement Section of the Animal Care Division of the Department of General Services. Specifically, it is agreed as follows:

1. The Animal Enforcement Section of the Division will be implementing a trial 4/10 work schedule beginning on February 8, 2014 and ending on August 8, 2014.
2. Employees in the Animal Enforcement Section in the classifications of Animal Control Officer I and II have elected to participate in this trial and will be placed on a 4/10 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 4/10 schedule, or eliminate 4/10 scheduling entirely.
5. Either party may terminate this trial 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.

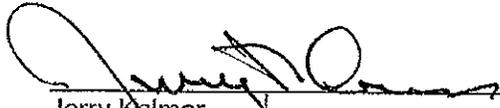
If this is your understanding of the agreement reached, please sign as indicated below and return one original to Labor Relations. One additional copy with an original signature is enclosed for your files.

Sincerely,



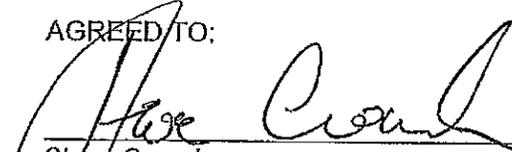
Geri Hamby
Director of Human Resources

AGREED TO:



Jerry Kalmar
Business Manager
Stationary Engineers, Local 39

AGREED TO:



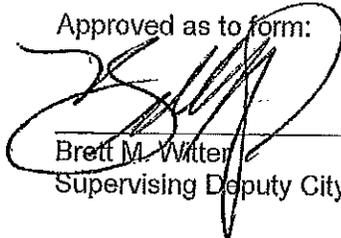
Steve Crouch
District Representative
Stationary Engineers, Local 39

AGREED TO:



Laura Strand
Business Representative
Stationary Engineers, Local 39

Approved as to form:



Brett M. Witter
Supervising Deputy City Attorney