City of
SACRAMENTO
Department of Human Resources

November 13, 2014

Stephen Hatch, Business Representative
Stationary Engineers, Local 39
1620 North Market Boulevard
Sacramento, CA 95834

RE: Equities

Dear Mr. Hatch:

This letter confirms the agreement reached between the City of Sacramento and Stationary Engineers, Local 39 regarding equity increases for the below referenced classifications and to meet and confer for further equity increases covering employees in the Local 39 Miscellaneous Units.

Specifically, the agreement is as follows:

1. Effective November 15, 2014, the following classifications shall receive the following equity increases:

General Helper	5%
Instrument Technician Trainee/I/II	3%
Parking Enforcement Officer	5%
Property Assistant	4%
Senior Property Assistant	4%

2. The parties agree to evaluate salary and recruitment and retention data for comparable markets to be provided by the Union, the City's consultant, and Human Resources for the below classifications. The parties shall commence a meet and confer no later than December 31, 2014, to establish potential equity increases for the below classifications. If the classifications are at or above market, and no recruitment or retention issues exist the status quo shall prevail for the duration of the Agreement. If the parties agree that the classifications are below market, or that recruitment and retention issues exist, the parties shall meet and confer over appropriate base wage increases for each classification.

   Instrument Technician Trainee/I/II
   Water Conservation Specialist
   Property Assistant
   Senior Property Assistant

Labor Relations Division
Main: (916) 808-5424, Fax: (916) 808-8110
915 I Street, Historic City Hall, Suite 106
Sacramento, CA 95814-2604

3. 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 Department's or the City of Sacramento except as expressly stated herein.

4. This agreement memorializes and constitutes the entire understanding between the parties as to all matters referred to or included herein, and supersedes and replaces all prior negotiations, proposed discussion, whether written or oral.

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

Sincerely,

John F. Shirey
City Manager

AGREED TO:

Jerry Kalmar
Business Manager, Local 39

AGREED TO:

Tony DeMarco
President, Local 39

AGREED TO:

Steve Crouch
District Representative, Local 39

AGREED TO:

Stephen Hatch
Business Representative, Local 39

Approved as to form

Brett M. Witter
Supervising Deputy City Attorney