

June 9, 2016

Laura Trapp
Business Representative
Stationary Engineers, Local 39
1620 North Market Blvd.
Sacramento, CA 95834

RE: Parking Services, Career Flex Trial Program

This letter confirms the agreement reached between the City of Sacramento ("City") and the International Union of Operating Engineers, Stationary Engineers, Local 39 ("Union") in reference to a trial Career Flex program in the Parking Services Division of the Department of Public Works.

Specifically, it is agreed as follows:

1. The Parking Services Division shall implement a trial Career Flex program beginning on June 25, 2016, and ending on June 23, 2017.
2. Current Non-Career Parking Enforcement Officers and Non-Career Parking Lot Attendants shall maintain a permanent 20-hour schedule with the option to flex an additional twenty (20) hours during a work week.
3. With respect to scheduling the optional twenty (20) hours, the program does not require the City of Sacramento to provide a 10-day notice as currently required in Article 9.1(d) of the Miscellaneous Labor Agreement.
4. Newly hired employees in the aforementioned classifications in item #2 will be classified as Career Flex employees and receive benefits based on hours worked pursuant to the MOU.
5. Management will make every effort to accommodate shift preferences and previously approved vacation/time off requests during the trial period.
6. It is the parties' intent not to reduce the number of current full-time positions into part-time positions, but rather maintain full-time positions taking business needs into consideration.

7. If either party wishes to terminate this agreement, a meet and confer regarding the operational impacts shall take place.

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 Public Works Department or the City of Sacramento except as expressly stated herein.

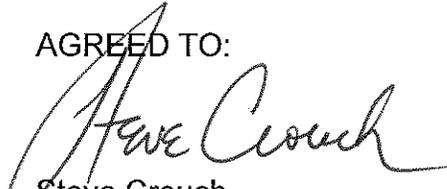
This agreement memorializes and constitutes the entire understanding between the parties as to all matters referred to or included herein, and supersedes and replaces all prior negotiations, proposed discussions, whether written or oral.

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

Sincerely,


Melissa Chaney
Director of Human Resources

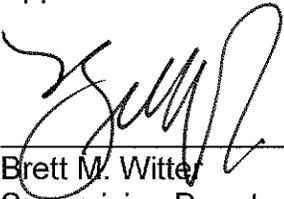
AGREED TO:


Steve Crouch
Director of Public Employees, Local 39

AGREED TO:


Laura Trapp
Business Representative, Local 39

Approved as to form:



Brett M. Witte
Supervising Deputy City Attorney