City of
SACRAMENTO
Department of Human Resources

February 29, 2016

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

RE: Agreement Regarding Regression Ladder Modifications for Park Maintenance Worker

Dear Laura:

This is to confirm the agreement reached between the City of Sacramento (City) and the Stationary Engineers, Local 39 (Local 39) regarding the amendments to EXHIBIT A, REGRESSION LADDERS, to the Agreements covering the Operations and Maintenance, Office and Technical, and Professional Units and the General Supervisory Unit.

Specifically, the agreement is as follows:

1. Regression ladder #25 for the Operations and Maintenance, Office and Technical, and Professional Units is amended as follows:

    25. Park Maintenance Worker III
    Park Equipment Operator
    Park Maintenance Worker II
    Park Maintenance Worker I
    Park Maintenance Worker

2. Regression ladder #21 for the General Supervisory Unit is amended as follows:

    21. Parks Supervisor
    Park Maintenance Worker III
    Park Equipment Operator
    Park Maintenance Worker II
    Park Maintenance Worker I
    Park Maintenance Worker

3. In the event of a layoff and/or demotion, an employee may only downgrade to the Park Equipment Operator classification if the employee previously held the Park Equipment Operator classification. As is the case for all classifications with special requirements, the employee may also downgrade into this classification if the employee meets all of

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915 I Street, Historic City Hall, Suite 106
Sacramento, CA 95814-2604

the experience, certification and license qualifications required for the classification at the time of the downgrade.

4. 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.

5. 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 D. 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. Witter
Supervising Deputy City Attorney