City of
SACRAMENTO
Department of Human Resources

January 5, 2022

Nancy E. Watson
Executive Director
Western Council of Engineers
950 College Avenue
Santa Rose, CA 95404-4114

Re: Letter of Understanding – Information Technology Classification Compensation Increase

This is to confirm the agreement reached between the City of Sacramento (‘City”) and Western Council of Engineers (“Union”), regarding the above referenced matter.

The agreement is as follows:

1. Effective the first full pay period following the completion of the Letter of Understanding, the following classifications shall receive equity adjustment increases as follows:

<table>
<thead>
<tr>
<th>Classification</th>
<th>Increase Amount</th>
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</thead>
<tbody>
<tr>
<td>Telecommunications Engineer I</td>
<td>5%</td>
</tr>
<tr>
<td>Telecommunications Engineer II</td>
<td>5%</td>
</tr>
<tr>
<td>Telecommunications Engineer III</td>
<td>8%</td>
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</table>

2. Equity increases provided by this letter of understanding shall be additive to, and shall not compound, with any general wage increases negotiated in the 2021 negotiations for a successor Memorandum of Understanding (MOU).

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.

Sincerely,

Amber Foster
Acting Labor Relations Officer
AGREED TO FOR THE CITY:

Howard Chan
City Manager

Shelley Banks-Robinson
Director of Human Resources

Nancy Watson
Executive Director

AGREED TO FOR THE UNION:

Aaron Donato
Labor Relations Manager

APPROVED AS TO FORM:

Brett M. Witter
Assistant City Attorney

Attachments: Exhibit A: Salary Schedule
Letter of Understanding - Information Technology Classification Compensation Increase
Exhibit A

<table>
<thead>
<tr>
<th>Sched/SalPlan</th>
<th>Minimum/Maximum</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
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<th>Step 10</th>
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Effective: [date of the first full pay period following the completion of the LOU]