



OFFICE OF LABOR RELATIONS

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September 26, 2007

Nancy Watson
Executive Director
Western Council of Engineers
700 College Avenue
Santa Rosa, CA 95404

RE: MATRIX Project for Development Services Department

Dear Ms. Watson:

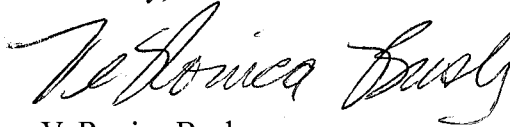
This letter is to confirm the agreement reached between the City of Sacramento and Western Council of Engineers (WCE) covering employees in the Engineering Unit in regards to the MATRIX Project.

Specifically, we agree to the following:

1. Effective September 1, 2007, employees selected as Team Leaders by the City will be compensated with out-of-classification pay at 8% of their respective hourly rate, for 50% of their time.
2. The City and WCE agrees to meet as needed to discuss and address issues regarding employees designated as Team Leaders.
3. The term of this agreement expires on June 18, 2010.
4. This Agreement memorialized and constitutes the entire agreement and understanding between the parties as to all matter referred to or included herein, and supersedes and replaces all prior negotiations, proposed agreements and agreements, whether written or oral.

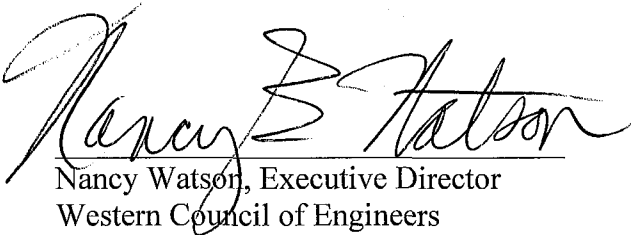
If the above is your understanding of the agreement reached, please sign as indicated below and return a copy to my office. I have enclosed an additional copy with an original signature for your files.

Sincerely,



VeRonica Busby
Labor Relations Officer

AGREED TO:



Nancy Watson, Executive Director
Western Council of Engineers

10/17/07
Date

cc: Bill Thomas, Director of Development Services
Kirk Thompson, Western Council of Engineers