



HUMAN RESOURCES  
DEPARTMENT  
LABOR RELATIONS DIVISION

CITY OF SACRAMENTO  
CALIFORNIA

December 5, 2011

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Scherita Adams  
Stationary Engineers, Local 39  
International Union of Operating Engineers, AFL-CIO  
1620 North Market Blvd.  
Sacramento, CA 95834

**RE: Revisions to Utilities Field Services Service Worker Series – Water Distribution Certification**

Dear Ms. Adams:

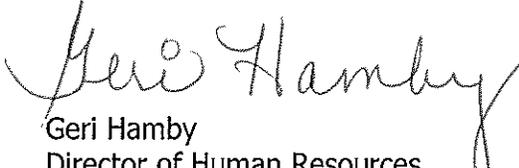
This is to confirm the agreement of the City of Sacramento ("City") and Stationary Engineers, Local 39 regarding the proposed changes to the job class specifications with regard to employees working in Water Distribution in the Department of Utilities Field Services Division. These changes are in response to a State requirement that City employees in the department be certified in order to perform water distribution services. Specifically, it is agreed as follows:

1. In accordance with State mandate, California Code Regulations, Title 22, City employees working in the Water Distribution Section must possess a Water Distribution Certification ("certification"). For compliance purposes the class specifications have been updated and the certification requirements are as follows:
  - Grade 3 Certification [Utilities Field Services Supervisor ("Supervisor")]
2. Employees who do not currently possess the required certification will be allowed twenty-four (24) months from the execution of this agreement to do so.
3. The Department of Utilities will continue to provide in-house training while State funding exists for the State mandated exam. City employees working in the Water Distribution Section may be responsible for a portion of the cost of the in-housing training and may be eligible for tuition reimbursement.
4. Any employee who fails to obtain the required certification for their job classification may be transferred under the provisions of Civil Service Rule 8.2, provided a vacancy exists which does not require the certification.

5. If no vacancy exists for a transfer pursuant to Paragraph 4, and consistent with Civil Service Rule 12, any employee failing to obtain the required certification within twenty-four (24) months of the execution of this agreement, will be disciplined as follows:
  - a. A Supervisor will be demoted to a Leadworker and will be provided twelve (12) months to obtain a Grade 2 Certification as required by the Leadworker job class specification.
6. The agreement does not establish a precedent, nor does it interpret any employee rights under the language of the Agreement, the Rules and Regulations of the Civil Service Board or any applicable policies and procedures of the Department of Utilities, or the City of Sacramento.
7. This agreement memorializes and constitutes the entire agreement and understanding between the parties as to all matters referred to or included herein, and supersedes and replaces all prior negotiations, proposed agreements and agreements, whether written or oral.

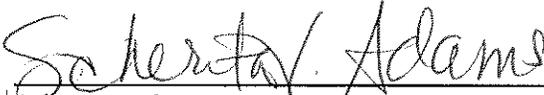
If this is your understanding of the agreement reached, please sign and date as indicated below and return one copy to my office. I have enclosed an additional original for your files.

Sincerely,

  
Geri Hamby  
Director of Human Resources

AGREED TO:

DATE:

  
Scherita Adams, Business Representative  
Stationary Engineers, Local 39

  
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