

March 11, 2022

Heather Hoekstra, President
Sacramento Exempt Employees Association (SCXEA)
1017 L Street #503
Sacramento, California 95814

Mr. Jason Jasmine, Counsel
Messing, Adam, and Jasmine LLP
980 9th Street #380
Sacramento, California 95814

Re: Letter of Understanding – Retroactive General Salary Increase Eligibility

Dear Ms. Hoekstra and Mr. Jasmine:

This is to confirm the agreement reached between the City of Sacramento (“City”) and Sacramento City Exempt Employees Association (“SCXEA”), regarding the above referenced matter.

The agreement is as follows:

1. Employees in classifications represented by SCXEA who are on active payroll at any time from March 12 to March 25, 2022, inclusive, shall be eligible for the retroactive general salary adjustment of three and one-half percent (3.5%) as specified in the 2021-2023 Labor Agreement section 6.1, Salaries, even if they separate from city service prior to the City issuing payment.
2. In the event the City does not implement the salary adjustment as specified in the 2021-2023 Labor Agreement section 6.1, Salaries, by March 25, 2022, the date range specified in paragraph 1 shall be extended until the salary adjustment is implemented.

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 City departments 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 discussion, whether written or oral.

If this is your understanding of the agreement reached, please sign as indicated below.

Sincerely,



Aaron A., Donato (Mar 12, 2022 12:58 PST)

Aaron Donato
Labor Relations Manager

AGREED TO FOR THE CITY:



Howard Chan (Mar 14, 2022 12:57 PDT)

Howard Chan
City Manager



Shelley Banks Robinson
Human Resources Director

AGREED TO FOR THE UNION:



Jason Jasmine (Mar 14, 2022 12:58 PDT)

Jason Jasmine
Counsel



Heather Hoekstra (Mar 14, 2022 14:53 PDT)

Heather Hoekstra
President

APPROVED AS TO FORM:



Brett M. Witter (Mar 14, 2022 11:21 PDT)

Brett M. Witter
Assistant City Attorney