

July 29, 2024

Sent via Electronic Mail Only

Payden Martin, Business Representative  
Stationary Engineers, Local 39  
1620 N Market Boulevard  
Sacramento, California 95834

Email: [pmartin@local39.org](mailto:pmartin@local39.org)

**Re: Letter of Understanding – Landfill Assignment Incentive in Solid Waste**

Dear Mr. Martin,

This Letter of Understanding (LOU) confirms the agreement reached between the City of Sacramento (City) and Stationary Engineers, Local 39 (Union), regarding the above referenced matter.

Specifically, the agreement is as follows:

1. Integrated Waste Equipment Operators in the Solid Waste Division who: (1) possess a class B license with a Tank Vehicle endorsement; and (2) are assigned to perform landfill maintenance duties, shall receive assignment pay of five percent (5%) of their base hourly rate of pay on an hour for hour basis while performing landfill maintenance work at Sutter's Landing.
2. This side letter will terminate on November 1, 2024. Annual extension shall be by mutual agreement.

This Agreement does not establish 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 Solid Waste Division 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 discussions, whether written or oral.

If this is your understanding of the Agreement reached, please sign and date as indicated below.

Sincerely,



Chee Khang 07/29/2024  
Labor Relations Officer

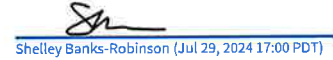
**FOR THE CITY:**

**AGREED TO:**

  
Howard Chan (Aug 5, 2024 12:45 PDT)

Howard Chan 08/05/2024  
City Manager

**AGREED TO:**

  
Shelley Banks-Robinson (Jul 29, 2024 17:00 PDT)

Shelley Banks-Robinson 07/29/2024  
Human Resources Director

**AGREED TO:**

  
Aaron Donato (Aug 2, 2024 11:16 PDT)

Aaron Donato 08/02/2024  
Labor Relations Manager

**FOR THE UNION:**

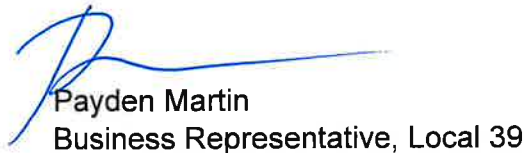
**AGREED TO:**

  
Tim Eggen  
Business Manager

**AGREED TO:**

  
Brandy Johnson  
Director of Public Employees

**AGREED TO:**

  
Payden Martin  
Business Representative, Local 39

**APPROVED AS TO FORM:**

  
Brett Witter (Jul 29, 2024 16:39 PDT)

Brett M. Witter 07/29/2024  
Assistant City Attorney