

December 17, 2024

Sent via Electronic Mail Only

Payden Martin, Business Representative
Stationary Engineers, Local 39
1620 North Market Boulevard
Sacramento, California 95834
Email: pmartin@local39.org

RE: Letter of Understanding – Miscellaneous Classifications Under \$20 Per Hour (Local 39)

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

Specifically, the agreement is as follows:

1. Effective within sixty (60) calendar days of this Agreement, the City will eliminate all salary steps that are below \$20.000000 per hour for the classifications identified in “Exhibit A.” The published salary schedule will be amended as shown in Exhibit A. Notwithstanding Section 6.1 of the current Memorandum of Understanding (MOU) between the City and Local 39, the salary schedules for the classifications identified in Exhibit A will no longer consist of eight steps.
2. Those employees in the classifications identified in “Exhibit A” and who are currently earning an hourly rate of pay below \$20.000000 per hour shall be advanced to the nearest salary step that places them at or above \$20.000000 per hour. Those personnel and their new salary step are identified in “Exhibit B.”
3. Incumbent personnel identified in “Exhibit B” shall continue to utilize their date of appointment to their current classification for purposes of determining eligibility for future salary step advancement. Salary step advancement for these incumbents shall be administered consistent with the processes outlined in Article 7 (Salary Administration) of the MOU between the City and Local 39.

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 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.

(Signatures on Next Page)

Sincerely,

Leslie Wisniewski

Leslie Wisniewski 12/17/2024
Labor Relations Officer

FOR THE CITY:

AGREED TO:


Leyne Milstein (Jan 23, 2025 15:35 PST)

Leyne Milstein 01/23/2025
Interim City Manager

AGREED TO:



Shelley Banks-Robinson 01/23/2025
Human Resources Director

AGREED TO:


Aaron Donato (Jan 22, 2025 20:01 PST)

Aaron Donato 01/22/2025
Labor Relations Manager

FOR THE UNION:

AGREED TO:



Tim Egger
Business Manager

AGREED TO:



Jeff Gladioux
President

AGREED TO:



Brandy Johnson
Director of Public Employees

AGREED TO:



Payden Martin
Business Representative

APPROVED AS TO FORM:

Brett Witter (Dec 18, 2024 11:35 PST)

Brett M. Witter
Assistant City Attorney

12/18/2024

Attachments:

Exhibit A: Proposed New Salary Schedule

Exhibit B: Miscellaneous Employees Under \$20 Per Hour

“Exhibit A”

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Account Clerk I			20.888087	21.932491	23.029116	24.180572	25.389601	26.659081
Cashier			20.280044	21.294046	22.358748	23.476685	24.650519	25.883045
Custodian I	18.394598	19.314328	20.280044	21.294046	22.358748	23.476685	24.650519	25.883045
Custodian II	19.314087	20.279791	21.293781	22.358470	23.476393	24.650213	25.882724	27.176860
Customer Service Trainee	19.182919	20.142065	21.149168	22.206626	23.316957	24.482805	25.706945	26.992292
Meter Reader	18.950201	19.897711	20.892597	21.937227	23.034088	24.185792	25.395082	26.664836
Office Specialist	18.946110	19.893416	20.888087	21.932491	23.029116	24.180572	25.389601	26.659081
Park Maintenance Worker				17.739688	18.626672	19.558006	20.535906	21.562701
Parking Lot Attendant	19.135635	20.092417	21.097038	22.151890	23.259484	24.422458	25.643581	26.925760
Pick Up Driver		17.583182	18.462341	19.385458	20.354731	21.372468	22.441091	23.563146
Police Clerk I		17.148521	18.005947	18.906244	19.851556	20.844134	21.886341	22.980658
Police Clerk II	18.946110	19.893416	20.888087	21.932491	23.029116	24.180572	25.389601	26.659081
Program Developer	19.908595	20.904025	21.949226	23.046687	24.199021	25.408972	26.679421	28.013392
Program Leader		17.414923	18.285669	19.199952	20.159950	21.167947	22.226344	23.337661
Program Leader (Older Adults)		17.162532	18.020659	18.921692	19.867777	20.861166	21.904224	22.999435
Security Guard	18.394598	19.314328	20.280044	21.294046	22.358748	23.476685	24.650519	25.883045
Stores Clerk I	18.394598	19.314328	20.280044	21.294046	22.358748	23.476685	24.650519	25.883045

Classification	Min	Max						
Staff Aide OFF (Min/Max)	16.000000 20.000000	53.629981						

“Exhibit B”

EMP ID	Job Code	Description	Current Step	Current Hourly Rate	New Step	New Hourly Rate
0027930	003627	Parking Lot Attendant	1	19.135635	2	20.092417
0027929	003627	Parking Lot Attendant	1	19.135635	2	20.092417
0027939	003627	Parking Lot Attendant	1	19.135635	2	20.092417
0027931	003627	Parking Lot Attendant	1	19.135635	2	20.092417
0027394	003927	Park Maintenance Worker	5	18.626672	7	20.539506
0028062	003927	Park Maintenance Worker	5	18.626672	7	20.539506
0028000	003927	Park Maintenance Worker	5	18.626672	7	20.539506
0028144	003927	Park Maintenance Worker	5	18.626672	7	20.539506
0027035	003927	Park Maintenance Worker	6	19.558006	7	20.539506
0026980	003927	Park Maintenance Worker	6	19.558006	7	20.539506
0025703	003927	Park Maintenance Worker	6	19.558006	7	20.539506
0026622	003927	Park Maintenance Worker	6	19.558006	7	20.539506
0025560	003927	Park Maintenance Worker	6	19.558006	7	20.539506
0025768	003927	Park Maintenance Worker	6	19.558006	7	20.539506
0025756	003927	Park Maintenance Worker	6	19.558006	7	20.539506
0026663	003927	Park Maintenance Worker	6	19.558006	7	20.539506