December 21, 2021

Payden Martin
Stationary Engineers, Local 39
1620 North Market Blvd.
Sacramento, California 95834

Re: Letter of Understanding – Equity Increases for IT Classifications

Dear Mr. Martin:

This letter confirms the agreement reached between the City of Sacramento (City) and the Stationary Engineers, Local 39 in reference to the above referenced matter.

Specifically, the agreement is as follows:

1. The classifications below are ineligible for the salary adjustment provided in the 2021-2023 Memorandum of Understanding (MOU) Section 6.2 (Salaries).

2. Effective the first full pay period after adoption by the City Council the classifications listed below shall have their salary schedules increased by the following amounts:

<table>
<thead>
<tr>
<th>Classification</th>
<th>Increase Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department Systems Specialist I</td>
<td>8.5%</td>
</tr>
<tr>
<td>Department Systems Specialist II</td>
<td>8.5%</td>
</tr>
<tr>
<td>GIS Specialist I</td>
<td>13.5%</td>
</tr>
<tr>
<td>GIS Specialist II</td>
<td>13.5%</td>
</tr>
<tr>
<td>GIS Specialist III</td>
<td>17.5%</td>
</tr>
<tr>
<td>IT Support Specialist I</td>
<td>5.5%</td>
</tr>
<tr>
<td>IT Support Specialist II</td>
<td>5.5%</td>
</tr>
<tr>
<td>IT Trainee</td>
<td>8.5%</td>
</tr>
<tr>
<td>Media Production Specialist I</td>
<td>13.5%</td>
</tr>
<tr>
<td>Media Production Specialist II</td>
<td>13.5%</td>
</tr>
<tr>
<td>Senior Department Systems Specialist</td>
<td>8.5%</td>
</tr>
</tbody>
</table>
Senior IT Support Specialist 5.5%
Senior Telecommunications Technician 8.5%
Telecommunications Technician I 10.5%
Telecommunications Technician II 10.5%

3. Employees in the classifications listed above who are on payroll as of February 1, 2022, shall receive a one-time lump sum payment of three and one-half percent (3.5%) of their base hourly rate of pay for all hours paid between June 19, 2021, and the last day before the first full pay period following adoption of the Agreement by the City Council.

4. This Letter of Understanding shall be effective only upon adoption of the 2021-2023 Memorandum of Understanding (MOU) between the parties by the City Council. The MOU adopted by the City Council must be consistent with the Tentative Agreements executed on December 29, 2021.

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 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 and proposed discussions, whether written or oral.

If this is your understanding of the agreement reached, please sign as indicated below and return one (1) original to Labor Relations. I have enclosed an additional original for your files.

Sincerely,

Aaron Donato  
Labor Relations Manager

AGREED TO FOR THE CITY:

Howard Chan  
City Manager

Shelley Banks-Robinson  
Director of Human Resources
AGREED TO FOR THE UNION:

Bart Florence
Business Manager

Payden Martin
Business Representative

APPROVED AS TO FORM:

Brett M. Witter
Assistant City Attorney

Brandy Johnson
Director of Public Employees

Brett M. Witter
Mar 3, 2023