November 15, 2022

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

David L. Kruckenberg, Counsel
Messing, Adam, and Jasmine LLP
980 9th Street #380
Sacramento, California 95814

RE: Letter of Understanding –SCXEA Public Safety Classifications

Dear Ms. Hoekstra and Mr. Kruckenberg:

This Letter of Understanding (LOU) confirms the agreement reached between the City of Sacramento (City) and the Sacramento City Exempt Employees Association (SCXEA), regarding the above referenced matter.

Specifically, the agreement is as follows:

1. SALARY RANGE

   Within sixty (60) calendar days after the adoption of this LOU by the City Council, the job classifications listed below shall have their salary schedules adjusted to the ranges reflected in “Exhibit 1.” Incumbents in these classifications shall be placed in the salary step that is the closest to their current salary step that does not result in a loss of pay:

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<th>Classification</th>
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<td>Police Lieutenant</td>
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<td>Police Captain</td>
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<td>Fire Assistant Chief</td>
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2. SALARY STEP ADVANCEMENT

   Incumbents in the job classifications identified in Paragraph 1 of this LOU 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 the Memorandum of Understanding between the City and SCXEA (MOU) section 7.7.
3. LONGEVITY PAY (Contract)

Within sixty (60) calendar days after the adoption of this Agreement by the City Council employees in the classifications listed below who have completed seventeen (17) years of City service shall begin to receive longevity pay in the amount of three percent (3%) of their base rate of pay. Longevity pay shall be additive and shall not be compounded with any other type of pay or incentive. For purposes of determining employee eligibility for longevity pay, as provided in this section, years of service shall be determined by an employee’s City Service Seniority as defined in the MOU at section 1.3 (d).

**Classification**  
Police Lieutenant  
Police Captain  
Fire Assistant Chief

This agreement does not establish a precedent, nor does it interpret any employee rights under the language of the Labor Agreement, 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 all 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.

Sincerely,

Aaron Donato  
Labor Relations Manager

**APPROVED FOR THE CITY:**

Howard Chan  
City Manager  
12/06/2022

Shelley Banks-Robinson  
Director of Human Resources  
12/02/2022
APPROVED FOR SCXEA:

David L. Kruckenberg
Counsel

Heather Hoekstra
President

Approved as to form:

Brett M. Witter
Assistant City Attorney
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<td>1</td>
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