

January 13, 2026

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

RE: Letter of Understanding – Continuation of Parking Services, Career Flex Trial Program

This Letter of Understanding (LOU) memorializes the agreement between the City of Sacramento (City) and the Stationary Engineers, Local 39 (L39), regarding the above referenced matter.

Specifically, the agreement is as follows:

1. The Department of Public Works, Parking Enforcement Division, shall extend the Career Flex Trial Program Letter of Understanding between the City and Local 39 through November 1, 2026.
2. Current employed non-career Parking Enforcement Officers and non-career Parking Lot Attendants shall maintain a permanent twenty (20) hour schedule with the option to flex an additional twenty (20) hours during a workweek.
3. With respect to scheduling the optional twenty (20) hours, the program does not require the City of Sacramento to provide a 10-day notice as currently required in Article 9.1(d) of the Local 39 Miscellaneous Labor Agreement.
4. Newly hired employees in the Parking Enforcement Officer and Parking Lot Attendant classifications will be classified as Career Flex employees and receive benefits based on work hours, pursuant to the Memorandum of Understanding (MOU). Hours worked, and the corresponding benefit contributions will be reviewed quarterly to ensure MOU compliance.
5. Management will continue to make every effort to accommodate shift preferences and previously approved vacation/time off requests during the extended trial period.
6. It is the parties' intent not to reduce the number of current full-time positions into part-time positions but rather, maintain full-time positions taking business need into consideration.
7. If either party wishes to terminate this agreement, a meet and confer regarding the operational impacts shall take place.
8. Upon execution of this agreement by the City and Local 39, the June 24, 2020, LOU titled "Letter of Understanding – Continuation of Parking Services, Career Flex Trial Program," shall terminate and be replaced with this LOU.

This LOU becomes effective upon the date of the last signature below.

This LOU 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 LOU 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,



Kimberly Rhodes (Jan 13, 2026 17:24:55 PST)
Kimberly Rhodes 01/13/2026
Labor Relations Officer

FOR THE CITY



Maraskeshia Smith (Jan 21, 2026 10:52:12 PST)
Maraskeshia S. Smith 01/21/2026
City Manager



Shelley Banks-Robinson (Jan 13, 2026 17:35:14 PST)
Shelley Banks-Robinson 01/13/2026
Director of Human Resources



Aaron Donato (Jan 13, 2026 17:59:12 PST)
Aaron Donato 01/13/2026
Labor Relations Manager

FOR THE UNION



Tim Eggen
Business Manager



Jeff Gladieux
President



Brandy Johnson
Director of Public Employees



Amanda Skibby 1/22/26
Business Representative

[Signatures continue on the following page]



Payden Martin
Business Representative

1/22/26

APPROVED AS TO FORM



Maila Hansen (Jan 14, 2026 18:08:57 PST)

Maila Hansen
Senior Deputy City Attorney

01/14/2026