

May 15, 2025

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

Re: Letter of Understanding – Article 13.11, Bilingual Pay

Dear Mr. Martin:

This is to confirm the agreement reached between the City of Sacramento ("City") and Stationary Engineers Local 39, Miscellaneous Unit ("Union"), regarding the above referenced matter.

The agreement is as follows:

13.11 BILINGUAL PAY

- a. The City may authorize bilingual pay when it is determined to be necessary for the operation. The City shall determine what languages are appropriate for such pay and the number of employees to be certified. To be eligible for bilingual pay the employee must be determined to be verbally proficient, and if necessary for the assignment, proficient in the written language. The City will arrange the certification and testing process and authorize the bilingual pay.
- b. Bilingual pay shall be paid at the rate of twenty dollars (\$20.00) bi-weekly for any pay period in which the employee is certified. An employee who is receiving bilingual pay may be required to provide assistance to any City operation.

c. Effective as soon as administratively feasible, or no later than thirty (30) calendar days after all parties have signed this Letter of Understanding (LOU), subsection b above shall be replaced with the following language:

Bilingual pay shall be paid at two percent (2%) of the employee's base rate of pay for any pay period in which the employee is certified. Bilingual pay shall be additive and shall not be compounded with any other type of pay or incentive. An employee who is receiving bilingual pay may be required to provide assistance to any City operation.

The agreement in this case does not establish a precedent, nor does it interpret any employee rights under the language of the Agreement, the Rules and Regulations of the Civil Service Board or any applicable policies and procedures of the Department of Human Resources, or the City of Sacramento.

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.

Sincerely,



Amber Foster
Labor Relations Officer

AGREED TO FOR THE CITY:



Shelley Banks-Robinson 05/15/2025
Director of Human Resources



Aaron Donato (May 15, 2025 13:47 PDT)
Aaron Donato 05/15/2025
Labor Relations Manager

AGREED TO FOR THE UNION:



Tim Eggen
Business Manager



Jeff Gladiux
President



Brandy Johnson
Director of Public Employees



Payden Martin
Business Representative, Local 39

APPROVED AS TO FORM:



Brett Witter (May 16, 2025 09:17 PDT)
Brett M. Witter 05/16/2025
Assistant City Attorney