

April 30, 2025

Sent via Electronic Mail Only

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

Email: pmartin@local39.org

Re: Letter of Understanding – Landfill Assignment Incentive in Solid Waste

Dear Mr. Martin,

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

Specifically, the agreement is as follows:

1. Article 13 – Special Allowances of the Memorandum of Understanding (MOU) (Term: September 23, 2023, through and including September 19, 2025) is amended to include the following subsection:

13.18 Sutter's Landing Landfill Maintenance Duties

Integrated Waste Equipment Operators who: (1) possess a valid California Class B Commercial Driver's License with a Tank Vehicle Endorsement; and (2) are assigned to perform landfill maintenance duties at Sutter's Landing, shall receive an assignment pay of five percent (5%) of their base hourly rate on an hour-for-hour basis only for hours actually worked performing landfill maintenance work at Sutter's Landing. This incentive is additive and shall not compound with any other pay or incentive.

2. All other provisions in the MOU remain unchanged.

This Agreement establishes rights and obligations only to the extent expressly set forth herein. Except as specifically provided in this Agreement, it does not establish any additional precedent, nor does it modify or interpret any other 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 Solid Waste Division 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 discussions, whether written or oral.

If this is your understanding of the Agreement reached, please sign and date as indicated below.

Sincerely,



Chee Khang 04/30/2025
Labor Relations Officer

FOR THE CITY:

AGREED TO:


Leyne Milstein (May 2, 2025 15:45 PDT)

Leyne Milstein 05/02/2025
Interim City Manager

AGREED TO:



Shelley Banks-Robinson 04/30/2025
Human Resources Director

AGREED TO:


Aaron Donato (May 1, 2025 16:59 PDT)

Aaron Donato 05/01/2025
Labor Relations Manager

FOR THE UNION:

AGREED TO:


Tim Eggen
Business Manager

AGREED TO:


Brandy Johnson
Director of Public Employees

(signatures continued on the next page)

AGREED TO:



Payden Martin
Business Representative, Local 39

APPROVED AS TO FORM:


Brett Witter (May 1, 2025 08:54 PDT)

Brett M. Witter 05/01/2025
Assistant City Attorney