

March 21, 2025

Sent via Electronic Mail Only

Tom Aten, Business Agent
Plumbers and Pipefitters, Local 447
5841 Newman Court
Sacramento, California 95819

Email: taten@local447.org

Re: Letter of Understanding – Cross-Connection Control Standby

Dear Mr. Aten,

This Letter of Understanding (LOU) confirms the agreement reached between the City of Sacramento (City) and Plumbers and Pipefitters, Local 447 (Union), regarding the above referenced matter.

Specifically, the agreement is as follows:

1. Employees in the Water Cross Connection Control Specialist and Assistant Water Cross Connection Control Specialist classifications are required to be on standby and subject to the provisions of the Memorandum of Understanding, Section 11.1 (Standby Assignments) and the Water Distribution Policies and Procedures Manual, Section Six – Standby/On-Call Assignments.
2. The Department of Utilities (DOU) will establish a standby rotation list for the Cross-Connection Control standby calls which shall be populated by employees in the Water Cross Connection Control Specialist and Assistant Water Cross Connection Control Specialist classifications. Placement on this list is mandatory for all employees in these classifications.
3. Utilities Operations and Maintenance (UOM) Serviceworkers and Utilities Operations and Maintenance (UOM) Leadworkers have a separate standby list. UOM Serviceworkers and UOM Leadworkers who meet the minimum qualifications for the Water Cross Connection Control Specialist or the Assistant Water Cross Connection Control Specialist and who have been deemed qualified by the department to respond to Cross-Connection Control calls can volunteer to be on the Cross-Connection Control standby list referenced in Paragraph 2. Volunteering for the Cross-Connection standby list does not exempt the UOM Serviceworker or UOM Leadworker from the requirement to serve on their own standby lists. The City shall have the discretion to determine which employees in the classifications

of UOM Serviceworker and UOM Leadworker are eligible to be placed on the volunteer cross-connection standby list. This determination will not be subject to the grievance procedure.

4. The City will present to the Civil Service Board amended job descriptions for the Water Cross Connection Control Specialist and Assistant Water Cross Control Specialist classifications which shall be amended to reflect the requirement for standby duty.
5. For the first year of this agreement, the City will send cross-connection standby call-out reports to the Union every 90 calendar days. The one-year period will start on the first day of the pay period following the date of the execution of this letter of understanding. During this period, the Union may request to meet and discuss any identified unreasonable hardships incurred by incumbents in the classifications of Water Cross Connection Control Specialist and Assistant Water Cross Connection Control Specialist as a result of being placed on mandatory standby duty. Such requests must be made in writing and within 30 calendar days of the City sending the standby call-out report.

This Agreement does not establish 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 Department of Utilities or 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, 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 03/21/2025
Labor Relations Officer


(signatures continued on next page)

FOR THE CITY:

AGREED TO:


Leyne Milstein (Mar 25, 2025 11:50 PDT)
Leyne Milstein 03/25/2025
Interim City Manager

AGREED TO:


Shelley Banks-Robinson 03/21/2025
Human Resources Director

AGREED TO:



Chee Khang for Aaron Donato 03/21/2025
Labor Relations Manager

FOR THE UNION:

AGREED TO:


Tom Aten 3/25/25
Business Agent

APPROVED AS TO FORM:


Brett Witter (Mar 24, 2025 11:13 PDT)
Brett M. Witter 03/24/2025
Assistant City Attorney