

March 22, 2024

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

Mr. David L. Kruckenberg, Counsel
Messing, Adam, and Jasmine LLP
2150 River Plaza Drive, Suite 140
Sacramento, California 95833

Re: Letter of Understanding – Notice of Job Announcements

Dear Ms. Hoekstra and Mr. Kruckenberg:

This is to confirm the agreement reached between the City of Sacramento (“City”) and Sacramento City Exempt Employees Association (“Association”), regarding the above referenced matter.

The agreement is as follows:

18.9 NOTICE OF JOB ANNOUNCEMENTS

The City shall provide all job announcements for classifications covered under this Agreement to the Association not less than three (3) calendar days, not including weekends or recognized city holidays, prior to publication by the City.

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 (Mar 27, 2024 13:43 PDT)

Shelley Banks-Robinson 03/27/2024
Director of Human Resources



Aaron Donato (Mar 26, 2024 18:14 PDT)


Aaron Donato 03/26/2024
Labor Relations Manager

AGREED TO FOR THE ASSOCIATION:



David Kruckenberg (Mar 27, 2024 14:49 PDT)

David L. Kruckenberg 03/27/2024
Counsel



Heather Hoekstra (Mar 27, 2024 14:31 PDT)

Heather Hoekstra 03/27/2024
President

APPROVED AS TO FORM:



Brett Witter (Mar 27, 2024 11:15 PDT)

Brett M. Witter 03/27/2024
Assistant City Attorney