

September 4, 2019

Dee Contreras, Business Representative  
Sacramento City Exempt Employees Association  
1017 L Street, #503  
Sacramento, California 95814

Heather Hoekstra, President  
Sacramento City Exempt Employees Association  
1017 L Street, #503  
Sacramento, California 95814

Re: Letter of Understanding – City Attorney Standby Assignments

Dear Ms. Contreras and Ms. Hoekstra

This letter confirms the agreement reached between the City of Sacramento (“City,”) and the Sacramento City Exempt Employees Association (“SCXEA,”) regarding the above referenced matter. In order to resolve City Grievance No. 8249, filed by SCXEA, the parties have agreed that the City/SCXEA Memorandum of Understanding will be amended to substitute Standby Pay in place of Response (Portal to Portal) Pay.

Specifically, the agreement is as follows:

Effective September 1, 2019, Article 10.7 of the Memorandum of Understanding (MOU) between the City and SCXEA shall be amended as follows:

~~10.7 EMERGENCY RESPONSE BY CITY ATTORNEY CLASSIFICATIONS~~

~~When a Deputy City Attorney I, Deputy City Attorney II, or Senior Deputy City Attorney is required to respond to an officer involved shooting or in custody death, and works in excess of their regular work schedule, they shall be paid at their regular hourly rate of pay for all time worked.~~

10.7 CITY ATTORNEY STANDBY ASSIGNMENTS

Employees in the classifications of Deputy City Attorney I, Deputy City Attorney II, or Senior Deputy City Attorney who are required by their supervisor to remain on call for response to an officer involved shooting or in custody death shall be paid \$65.00 each day that they remain on call. There shall be no additional compensation for time worked in response to an officer involved shooting or in custody death, even when in excess of the employee’s regular work schedule.

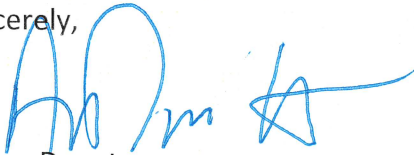
This agreement memorializes and constitutes the entire understanding between the parties as to all matters referenced or included herein and supersedes and replaces all prior negotiations and proposed discussion, whether written or oral.

City of  
**SACRAMENTO**

Department of Human Resources

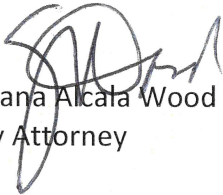
If this is your understanding of the agreement reached, please sign as indicated below and return one (1) original to Labor Relations.

Sincerely,



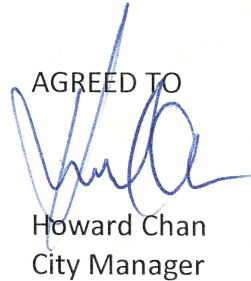
Aaron Donato  
Labor Relations Manager

AGREED TO:




Susana Alcala Wood  
City Attorney

AGREED TO



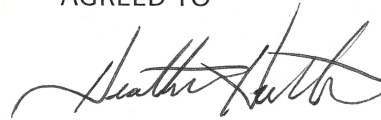
Howard Chan  
City Manager

AGREED TO:



Dee Contreras  
SCXEA Business Representative

AGREED TO



Heather Hoekstra  
SCXEA President

APPROVED AS TO FORM:



Brett M. Witter  
Supervising Deputy City Attorney