



## What We Are

The Sacramento City Exempt Employees Association (SCXEA) is the recognized employee organization that represents City of Sacramento employees in Units 01, 10, and 14 in all matters relating to employment and employer-employee relations, including, but not limited to, wages, hours, and other terms and conditions of employment.

## Who We Are

SCXEA represents about 735 employees, including most management, professional, administrative, and confidential employees below the department head level, both sworn and civilian, in every department:

- Unit 01 Exempt Management - About 455 employees. Includes Administrative Officer; Deputy and Senior Deputy City Attorney; Development and Senior Development Project Manager; Senior and Supervising Engineer; Fire Assistant Chief; Fiscal, Senior Fiscal, and Principal Fiscal Policy Analyst; Investigator; IT Supervisor and Manager; Integrated Waste, Operations, and Recreation General Supervisor; Police Lieutenant and Captain; Senior and Principal Applications Developer; Senior and Principal Planner; Senior and Principal Systems Engineer; Program Specialist and Manager; Workers' Compensation Claims Representative, Supervisor, and Manager; and others.
- Unit 10 Confidential/Administrative - About 130 employees. Includes Accountant and Senior Accountant Auditor<sup>1</sup>; Administrative, Personnel, Program, and Treasury Analyst<sup>1</sup>; Budget and Senior Budget Analyst<sup>1</sup>; Administrative Assistant and Technician; Deputy City Clerk; Legal Secretary and Staff Assistant; Paralegal; Payroll and Personnel Technician; Senior Deputy City Clerk<sup>1</sup>; Special Assistant to the City Attorney<sup>1</sup>; Staff and Senior Staff Assistant; Systems Engineer; Workers' Compensation Claims Assistant I and II; and others.
- Unit 14 Exempt Management Support - About 150 employees. Includes Accountant and Senior Accountant Auditor<sup>2</sup>; Administrative, Personnel, Program, and Treasury Analyst<sup>2</sup>; Budget and Senior Budget Analyst<sup>2</sup>; Senior Deputy City Clerk<sup>2</sup>; and Special Assistant to the City Attorney<sup>2</sup>.

<sup>1</sup> Hired on or after 12/21/19; <sup>2</sup> Hired before 12/21/19

## Why We Formed

SCXEA was formed in 2011 so employees would have a voice in decisions about our pay and benefits after years of taking the brunt of budget reductions. We also wanted to work collaboratively with the City Manager and City Council to solve problems and offer solutions. Management employees are represented in 23 of the 25 largest cities in the state and in many counties. We are the management and administrative backbone of the organization and know we add even more value when we are included and listened to.

## What's Different About SCXEA

- We are an employee-driven association representing City employees only, not affiliated elsewhere.
- Being intimately involved in budget and management decisions, we have first-hand knowledge of what's realistic and what's possible, both fiscally and operationally.
- We are opposed to some of the divisive tactics used by some labor organizations and have pledged to act respectfully as the professional managers that we are, in the best spirit of public service.
- Membership has always been voluntary, and about 360 employees – nearly 50% of those eligible – are members.

## Why Join

Only members have a say in running the Association, such as serving as an officer or committee member, voting on officers, or voting on labor agreements. We will communicate more regularly with members and will use more of our resources to help members who may find they need some assistance solving problems or navigating City processes. We believe in the concept of Strength in Members, Strength in Numbers. Will you join us to make us stronger?

## Board of Directors 2019-2020

President – Heather Hoekstra, Program Analyst, Youth, Parks, & Community Enrichment, 808-5691

Vice-President – Kateshia Knox, Senior Personnel Analyst, Human Resources, 808-7660

Secretary – Kimberly Rhodes, Administrative Analyst, Youth, Parks, & Community Enrichment, 808-6316

Treasurer – Melissa Bickel, Senior Deputy City Attorney, City Attorney, 808-8802

At-Large Director A – Tessa St. John, Program Manager, Finance, 808-4847

At-Large Director B – Sage Millar, Program Specialist, Utilities, 808-5977

Unit 01 Director – Jennifer Gore, Deputy City Attorney II, City Attorney, 808-7765

Unit 10 Director – vacant

Unit 14 Director – vacant



## Benefits of Membership

By joining SCXEA, you are strengthening an Association that will represent your unique needs with the City Manager, City Council, and department heads. SCXEA will be at the table when decisions are being considered or made about salaries, benefits, evaluations, discipline, the reclassification of positions, changes to job duties and job requirements, and the many policies that can help or hinder our success.

Our 360 dues-paying members, who are your co-workers, who you supervise and who supervise you, have the ability under State law to decide for the more than 735 employees we represent – including you – whether negotiated changes to our labor agreement will go into effect or not. You are dependent on our members, and the Board of Directors they elect, to make decisions for you about wages, benefits and other terms and conditions of employment. Some of these benefits will apply to you in retirement.

In exchange for modest monthly membership dues, which are much less than the value of the benefits we regularly negotiate for you, you will receive all of the following:

- The opportunity to vote on negotiated labor agreements that determine your wages and benefits;
- Assistance when you believe City policies or our labor agreement are being interpreted or implemented in a way that is incorrect and/or is detrimental to you;
- Representation when disciplinary action is proposed or taken;
- The ability to be a candidate for one of the nine positions on the SCXEA Board of Directors, which makes all decisions for SCXEA;
- The opportunity to vote on candidates to the SCXEA Board of Directors;
- The opportunity to be a member of SCXEA committees that advise the Board of Directors;
- The opportunity to attend information-sharing forums at which members receive in-person updates on important topics, have their questions answered, and express their opinions to their Association representatives;
- Regular membership communications about the activities of the Association, the City, and other issues that matter to busy local government professionals;
- The comfort of knowing that a team of experienced and energetic co-workers, consultants, and attorneys is always watching out for you; and
- The good feeling that comes with knowing that you are paying your fair share for services that directly benefit you.

We see examples on a regular basis of the need for SCXEA to be your advocate. Our fellow employees have had disagreements over the interpretation and implementation of City policies and processes that require our intervention. Some of our salaried colleagues have been treated like hourly employees in terms of time use and reporting. Citywide and departmental policies have been changed without employees being involved or notified. Job descriptions (job duties and qualifications) have been proposed to be changed without the affected employees being aware.

In the past several years dozens of employees who had not previously joined SCXEA found themselves subject to disciplinary action, involuntary transfers and/or demotions. They never imagined that they would ever need to ask for SCXEA's assistance, but they did.

Attached is an SCXEA membership application. We hope that you will join us. Employees who join within 60 days of being represented by SCXEA are entitled to exercise their right to vote and be a candidate for the Board on their first day of membership. Those joining more than 60 days after being represented must wait until their sixty-first day of membership to vote or be a Board candidate or member. This encourages and rewards those employees who join when first eligible and who provide long-term financial support to, and have a long-term interest in, the Association.

**SACRAMENTO CITY EXEMPT EMPLOYEES ASSOCIATION**  
**MEMBERSHIP CARD – UNIT**

I, the undersigned, hereby request to become a member of **SCXEA** and authorize the City to withhold the applicable dues by payroll deduction.

Print Name \_\_\_\_\_ EmplID# 00

Email (Home) \_\_\_\_\_

Email (Work) \_\_\_\_\_ cityofsacramento.org

Address \_\_\_\_\_

Phone (Work) \_\_\_\_\_ (Cell) \_\_\_\_\_

Job Title \_\_\_\_\_ Department \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

Membership dues are:

Unit 01 - \$20.00 per pay period, \$40 per month

Unit 10 - \$15.00 per pay period, \$30 per month

Unit 14 - \$17.50 per pay period, \$35 per month

If you do not want to pay your dues through payroll deductions, you may make arrangements to pay quarterly by check. Please note on this application your intent to pay by check and mail your first check for three months' dues to SCXEA, 1017 L Street #503, Sacramento, CA 95814.

If you do not wish to join but want to pay your fair-share amount for the services that SCXEA provides to all employees we represent, you may send a contribution to SCXEA, 1017 L Street #503, Sacramento, CA 95814.

**INSTRUCTIONS**

While this PDF document is open on your computer, type the requested information directly into each field, then print the document and sign it. Or print the blank form and write in the information by hand.

Once you have signed the card, scan it or take a sharp photo of it and email the scan or photo to [2SCXEA@gmail.com](mailto:2SCXEA@gmail.com).  
*Do not submit the card directly to Payroll or to Benefits.*

Signed cards emailed to SCXEA at least two days prior to the end of a pay period will result in membership beginning the first day of the next pay period. Dues deductions will begin on the next pay day.

Voting rights begin on the first day of membership for those who join within 60 days of becoming represented by SCXEA, or on the sixty-first day of membership for everyone else.

