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CITY OF SACRAMENTO

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

June 24, 1986

APPROVED
BY THE CITY COUNCIL
JUN 24 1986
OFFICE OF THE
CITY CLERK

City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: Letters of Understanding Between the City of Sacramento and
Recognized Employee Organizations

SUMMARY

In the day-to-day administration of the labor agreements, the City of Sacramento and the recognized employee organizations on occasion find it necessary to amend or to clarify certain contract provisions. The reasons for changing or clarifying the contract provisions will vary from technical and substantial revisions which could include correction of errors, clarification of ambiguous contract language, or basic revisions to the labor agreement due to changing conditions. These changes are normally made in the form of a letter of understanding between the parties.

As in the past, we have been advised by the City Attorney that these types of letters of understanding should be approved by the City Council. The attached Resolution sets forth each of the Letters of Understanding which have been executed between the Employee Relations Department and the recognized employee organizations.

RECOMMENDATION

It is recommended that the City Council adopt the attached Resolution for approval of the letters of understanding.

Respectfully submitted,

Steve Lakich
Steve Lakich
Director of Employee Relations

RECOMMENDATION APPROVED:

Walter J. Slife
Walter J. Slife
City Manager

Attachments

All Districts
June 24, 1986

RESOLUTION NO. 86-494

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

JUNE 24, 1986

RESOLUTION APPROVING LETTERS OF UNDERSTANDING
EXECUTED BY THE CITY AND REPRESENTATIVES OF
RECOGNIZED EMPLOYEE ORGANIZATIONS

APPROVED
BY THE CITY COUNCIL
JUN 24 1986
OFFICE OF THE
CITY CLERK

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF SACRAMENTO that the attached letters of understanding executed between the Department of Employee Relations and representatives of recognized employee organizations are adopted, ratified and approved:

- 1) Letter dated November 8, 1985 to Richard Mayberry, President, Sacramento Area Fire Fighters, Local 522, regarding a change in the floating holiday cash-out date for employees in the Fire Department Unit.
- 2) Letter dated November 8, 1985 to Garland Rosauero, District Representative, Stationary Engineers, Local 39, regarding a change in the floating holiday cash-out date for employees in the Operations and Maintenance, Office and Technical, and Professional Units.
- 3) Letter dated November 8, 1985 to Garland Rosauero, District Representative, Stationary Engineers, Local 39, regarding a change in the floating holiday cash-out date for employees in the General Supervisory Unit.
- 4) Letter dated November 8, 1985 to Dennis Bonnifield, Business Representative, Stationary Engineers, Local 39, regarding a change in the floating holiday cash-out date for employees in the Plant Operator Unit.
- 5) Letter dated November 8, 1985 to Bill Meehan, Business Manager, Sacramento-Sierra's Building & Construction Trades Council, regarding a change in the floating holiday cash-out date for employees in the Building Trades and Craft Unit.
- 6) Letter dated November 8, 1985 to Howard Hays, Business Representative, International Association of Machinists and Aerospace Workers, regarding a change in the floating holiday cash-out date for employees in the Automotive/Equipment Mechanics Unit.
- 7) Letter dated November 8, 1985 to Bill Rhoten, Business Manager, Plumbers & Pipefitters, Local 447, regarding a change in the floating holiday cash-out date for employees in the Water and Sewer Unit.

- 8) Letter dated November 8, 1985 to James J. Hutchinson, Shop Steward, Auto, Marine & Specialty Painters, Local 1176, regarding a change in the floating holiday cash-out date for employees in the Traffic Engineering Unit.
- 9) Letter dated November 8, 1985 to Bob Blaser, Director, Western Council of Engineers, regarding a change in the floating holiday cash-out date for employees in the Engineering Unit.
- 10) Letter dated November 8, 1985 to Tom Stark, President, Sacramento Police Deputy Chiefs and Captains Association, regarding a change in the floating holiday cash-out date for employees in the Police Management Unit.
- 11) Letter dated February 18, 1986 to Richard Mayberry, President, Sacramento Area Fire Fighters, Local 522, regarding uniform replacement for employees in the Fire Department Unit.
- 12) Letter dated March 5, 1986 to Don Horger, President, Sacramento Police Officers Association, regarding delay of a salary step increase when the probationary period is extended for employees in the Police Department Unit.
- 13) Letter dated March 5, 1986 to Richard Mayberry, President, Sacramento Area Fire Fighters, Local 522, regarding delay of a salary step increase when the probationary period is extended for employees in the Fire Department Unit.
- 14) Letter dated March 5, 1986 to Garland Rosauero, District Representative, Stationary Engineers, Local 39, regarding delay of a salary step increase when the probationary period is extended for employees in the Operations and Maintenance, Office and Technical, Professional, and General Supervisory Units.
- 15) Letter dated March 5, 1986 to Dennis Bonnifield, Business Representative, Stationary Engineers, Local 39, regarding delay of a salary step increase when the probationary period is extended for employees in the Plant Operator Unit.
- 16) Letter dated March 5, 1986 to Bill Meehan, Business Manager, Sacramento-Sierra's Building & Construction Trades Council, regarding delay of a salary step increase when the probationary period is extended for employees in the Building Trades and Craft Unit.
- 17) Letter dated March 5, 1986 to Howard Hays, Business Representative, International Association of Machinists and Aerospace Workers, regarding delay of a salary step increase when the probationary period is extended for employees in the Automotive/Equipment Mechanics Unit.
- 18) Letter dated March 5, 1986 to Bill Rhoten, Business Manager, Plumbers & Pipefitters, Local 447, regarding delay of a salary step increase when the probationary period is extended for employees in the Water and Sewer Unit.

- 19) Letter dated March 5, 1986 to Ray Sesma, Business Representative, Auto, Marine & Specialty Painters, Local 1176, regarding delay of a salary step increase when the probationary period is extended for employees in the Traffic Engineering Unit.
- 20) Letter dated March 5, 1986 to Bob Blaser, Director, Western Council of Engineers, regarding delay of a salary step increase when the probationary period is extended for employees in the Engineering Unit.
- 21) Letter dated March 12, 1986 to Bill Meehan, Business Manager, Sacramento-Sierra's Building & Construction Trades Council, regarding stagehand uniforms for employees in the Building Trades and Craft Unit.

MAYOR

ATTEST:

CITY CLERK



CITY OF SACRAMENTO

45

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

November 8, 1985

Richard Mayberry, President
Sacramento Area Fire Fighters, Local 522
3101 Stockton Blvd.
Sacramento, CA 95820

Re: Change in Floating Holiday Cash-Out Date

Dear Mr. Mayberry:

This will confirm the agreement reached on November 7, 1985 to change the cut-off date for converting floating holiday accrual to cash as provided by Article IX, Section 37(e)(2)(b), of the 1984-87 Agreement between the City of Sacramento and Sacramento Area Fire Fighters, Local 522 for the Fire Department Unit. More specifically, for calendar years ending 1985 and 1986, except for the eight (8) hour carry-over, all floating holiday time not used by the end of the pay period which includes December 31st shall be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January, 1986 and 1987.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

Steve Lakich
Director of Employee Relations

AGREED TO:

Richard Mayberry, President
Sacramento Area Fire Fighters, Local 522



CITY OF SACRAMENTO

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NOV 12 1985

DEPARTMENT OF EMPLOYEE RELATIONS

801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

November 8, 1985

Garland Rosauero, District Representative
Stationary Engineers, Local 39
2715 Riverside Blvd.
Sacramento, CA 95818

Re: Change in Floating Holiday Cash-Out Date

Dear Mr. Rosauero:

This will confirm the agreement reached on November 7, 1985 to change the cut-off date for converting floating holiday accrual to cash as provided by Article XI, Section 31(g)(2)(b), of the 1984-87 Agreement between the City of Sacramento and Stationary Engineers, Local 39 for the Operations and Maintenance, Office and Technical, and Professional Unit. More specifically, for calendar years ending 1985 and 1986, except for the eight (8) hour carry-over, all floating holiday time not used by the end of the pay period which includes December 31st shall be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January, 1986 and 1987.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

Steve Lakich
Director of Employee Relations

AGREED TO:

Garland Rosauero, District Representative
Stationary Engineers, Local 39
2715 Riverside Blvd.



CITY OF SACRAMENTO

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DEPARTMENT OF EMPLOYEE RELATIONS

801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

November 8, 1985

Garland Rosauro, District Representative
Stationary Engineers, Local 39
2715 Riverside Blvd.
Sacramento, CA 95818

Re: Change in Floating Holiday Cash-Out Date

Dear Mr. Rosauro:

This will confirm the agreement reached on November 7, 1985 to change the cut-off date for converting floating holiday accrual to cash as provided by Article XI, Section 25(g)(2)(b), of the 1984-87 Agreement between the City of Sacramento and Stationary Engineers, Local 39 for the General Supervisory Unit. More specifically, for calendar years ending 1985 and 1986, except for the eight (8) hour carry-over, all floating holiday time not used by the end of the pay period which includes December 31st shall be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January, 1986 and 1987.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

Steve Lakich
Director of Employee Relations

AGREED TO:

Garland Rosauro, District Representative
Stationary Engineers, Local 39



CITY OF SACRAMENTO

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NOV 12 1985

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

November 8, 1985

Dennis Bonnifield, Business Representative
Stationary Engineers, Local 39
2715 Riverside Blvd.
Sacramento, CA 95818

Re: Change in Floating Holiday Cash-Out Date

Dear Mr. Bonnifield:

This will confirm the agreement reached on November 7, 1985 to change the cut-off date for converting floating holiday accrual to cash as provided by Article VIII, Section 24(h)(2)(b), of the 1984-87 Agreement between the City of Sacramento and Stationary Engineers, Local 39 for the Plant Operator Unit. More specifically, for calendar years ending 1985 and 1986, except for the eight (8) hour carry-over, all floating holiday time not used by the end of the pay period which includes December 31st shall be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January, 1986 and 1987.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

Steve Lakich
Director of Employee Relations

AGREED TO:

Dennis Bonnifield, Business Representative
Stationary Engineers, Local 39



CITY OF SACRAMENTO

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NOV 11 1985

Sacramento - Sierra's
Building & Construction Trades Council

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

November 8, 1985

Bill Meehan, Business Manager
Sacramento-Sierra's Building & Construction
Trades Council
2245 Florin Road, Suite 6
Sacramento, CA 95822

Re: Change in Floating Holiday Cash-Out Date

Dear Mr. Meehan:

This will confirm the agreement reached on November 8, 1985 to change the cut-off date for converting floating holiday accrual to cash as provided by Article XIII, Section 25(g)(2)(b), of the 1984-87 Agreement between the City of Sacramento and Sacramento-Sierra's Building & Construction Trades Council for the Building Trades and Craft Unit. More specifically, for calendar years ending 1985 and 1986, except for the eight (8) hour carry-over, all floating holiday time not used by the end of the pay period which includes December 31st shall be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January, 1986 and 1987.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

Steve Lakich
Director of Employee Relations

AGREED TO:

Bill Meehan, Business Manager
Sacramento-Sierra's Building & Construction
Trades Council

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NOV 14 1985
EMPLOYEE RELATIONS

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CITY OF SACRAMENTO

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

November 8, 1985

Howard Hays, Business Representative
International Association of Machinists
and Aerospace Workers
967 Venture Court
Sacramento, CA 95825

Re: Change in Floating Holiday Cash-Out Date

Dear Mr. Hays:

This will confirm the agreement reached on November 7, 1985 to change the cut-off date for converting floating holiday accrual to cash as provided by Article VIII, Section 22(g)(2)(b), of the 1984-87 Agreement between the City of Sacramento and International Association of Machinists and Aerospace Workers for the Automotive/Equipment Mechanics Unit. More specifically, for calendar years ending 1985 and 1986, except for the eight (8) hour carry-over, all floating holiday time not used by the end of the pay period which includes December 31st shall be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January, 1986 and 1987.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

Steve Lakich
Steve Lakich
Director of Employee Relations

AGREED TO:

Howard Hays
Howard Hays, Business Representative
International Association of Machinists
and Aerospace Workers



CITY OF SACRAMENTO

45

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

November 8, 1985

Bill Rhoten, Business Manager
Plumbers & Pipefitters, Local 447
5841 Newman Court
Sacramento, CA 95819

Re: Change in Floating Holiday Cash-Out Date

Dear Mr. Rhoten:

This will confirm the agreement reached on November 7, 1985 to change the cut-off date for converting floating holiday accrual to cash as provided by Article III, Section 2(b)(2), of the 1984-87 Agreement between the City of Sacramento and Plumbers & Pipefitters, Local 447 for the Water and Sewer Unit. More specifically, for calendar years ending 1985 and 1986, except for the eight (8) hour carry-over, all floating holiday time not used by the end of the pay period which includes December 31st shall be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January, 1986 and 1987.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

Steve Lakich
Director of Employee Relations

AGREED TO:

Bill Rhoten, Business Manager
Plumbers & Pipefitters, Local 447

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EMPLOYEE RELATIONS

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U.A. LOCAL 447



CITY OF SACRAMENTO

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DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

November 8, 1985

James J. Hutchinson, Shop Steward
Auto, Marine & Specialty Painters,
Local 1176
Street Maintenance
City of Sacramento

Re: Change in Floating Holiday Cash-Out Date

Dear Mr. Hutchinson:

This will confirm the agreement reached on November 7, 1985 to change the cut-off date for converting floating holiday accrual to cash as provided by Article VIII, Section 18(f)(2)(b), of the 1984-87 Agreement between the City of Sacramento and Auto, Marine & Specialty Painters, Local 1176 for the Traffic Engineering Unit. More specifically, for calendar years ending 1985 and 1986, except for the eight (8) hour carry-over, all floating holiday time not used by the end of the pay period which includes December 31st shall be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January, 1986 and 1987.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

Steve Lakich
Director of Employee Relations

AGREED TO:

James J. Hutchinson, Shop Steward
Auto, Marine & Specialty Painters,
Local 1176

cc: Ray Sesma



CITY OF SACRAMENTO

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DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

November 8, 1985

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CITY OF SACRAMENTO
ENGINEERING DEPT.

NOV 18 1985

AM PM
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Bob Blaser, Director
Western Council of Engineers
Public Works Department
City of Sacramento

Re: Change in Floating Holiday Cash-Out Date

Dear Mr. Blaser:

This will confirm the agreement reached on November 7, 1985 to change the cut-off date for converting floating holiday accrual to cash as provided by Article XI, Section 24(d)(2)(b), of the 1984-87 Agreement between the City of Sacramento and Western Council of Engineers for the Engineering Unit. More specifically, for calendar years ending 1985 and 1986, except for the eight (8) hour carry-over, all floating holiday time not used by the end of the pay period which includes December 31st shall be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January, 1986 and 1987.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

Steve Lakich
Director of Employee Relations

AGREED TO:

Bob Blaser, Director
Western Council of Engineers

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EMPLOYEE RELATIONS



CITY OF SACRAMENTO

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DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

November 8, 1985

Tom Stark, President
Sacramento Police Deputy Chiefs and
Captains Association
Police Department
City of Sacramento

Re: Change in Floating Holiday Cash-Out Date

Dear Mr. Stark:

This will confirm the agreement reached on November 7, 1985 to change the cut-off date for converting floating holiday accrual to cash as provided by Article X, Section 19(e)(2)(b), of the 1984-87 Agreement between the City of Sacramento and Sacramento Police Deputy Chiefs and Captains Association for the Police Management Unit. More specifically, for calendar years ending 1985 and 1986, except for the eight (8) hour carry-over, all floating holiday time not used by the end of the pay period which includes December 31st shall be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January, 1986 and 1987.

If the above represents your understanding of the agreement reached, please sign as indicated below and return the original copy to my office.

Sincerely yours,

Steve Lakich
Director of Employee Relations

AGREED TO:

Tom Stark, President
Sacramento Police Deputy Chiefs and
Captains Association

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NOV 13 1985
EMPLOYEE RELATIONS



CITY OF SACRAMENTO

45

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

FEB 19 1986

February 18, 1986

Mr. Richard Mayberry, President
Sacramento Area Fire Fighters, Local 522
3101 Stockton Blvd.
Sacramento, CA 95820

Re: Uniform Replacement

Dear Mr. Mayberry:

This is to confirm the agreement reached on February 14, 1986 to add a new provision on uniform replacement to the 1984-87 Agreement between the City of Sacramento and the Sacramento Area Fire Fighters, Local 522 for employees covered in the Fire Department Unit.

Specifically, the parties agreed to add the following new provision on uniform replacement to Article XII:

- 1. Effective July 6, 1985, reimbursement for the cost of replacing irreparable uniforms damaged in the line of duty, and not due to ordinary wear and tear, shall be made only under the following conditions:
 - (a) Damage must be reported during the same shift to the employee's immediate supervisor who shall: (1) verify that the damage occurred in the line of duty, and (2) make an entry in the station log (written statement for assignments outside Fire Suppression) to that effect. Disputed claims of damaged items not reported on the same shift but reported within seven (7) calendar days of occurrence shall be resolved in accordance with Section 4.
 - (b) The employee must confirm the damage in writing to his/her immediate supervisor within seven (7) calendar days from the date of occurrence.
 - (c) The claim for replacement reimbursement must be submitted to the Fire Department for review. The Fire Department shall make a determination as to whether the claim should be approved or disapproved in an expeditious manner.

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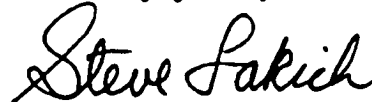
FEB 24 1986

EMPLOYEE RELATIONS

- (d) Proof of purchase of the replacement article, which includes the employee's name, date of purchase, item of clothing and price, shall be provided with the reimbursement claim.
- 2. Uniform repair and maintenance shall be the responsibility of the employee.
- 3. Reimbursement for replacement shall be at the discretion of the Fire Chief or designee and shall not be subject to the grievance procedure.
- 4. Disputes shall be resolved by a committee consisting of one (1) representative each from Fire Administration, Employee Relations, and the recognized employee organization.

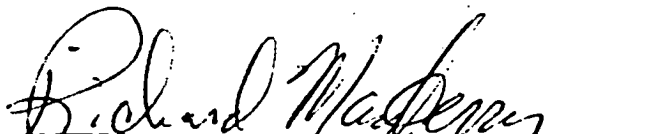
If the above represents your understanding of the agreement reached, please sign as indicated below and return one copy to my office.

Sincerely yours,



Steve Lakich
Director of Employee Relations

AGREED TO:



Richard Mayberry, President
Sacramento Area Fire Fighters, Local 522

cc: Bill Powell, Fire Chief



CITY OF SACRAMENTO

45

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

March 5, 1986

Mr. Don Horger, President
Sacramento Police Officers Association
517 - 19th Street
Sacramento, CA 95814

Re: Delay of Salary Step Increase When Probationary Period Extended

Dear Mr. Horger:

This will confirm the agreement we reached with Mr. Richard Mayberry on March 3, 1986 on Rule 7.4 (Extension of Probationary Period) of the Rules and Regulations of the Civil Service Board. It is our understanding that your organization authorized Mr. Mayberry to represent you on this matter. Attached is a copy of Rule 7.4 which was approved by the Civil Service Board on March 4, 1986.

As part of the agreement on Rule 7.4, we agreed to the following in respect to a delay of a salary step increase when the probationary period is extended:

- 1) If the probationary period is extended due to light duty, sick leave, or injury-on-duty time, the salary step increase will be delayed for the period of the extension.
- 2) For an employee in a classification with a six (6) month probationary period who successfully completes the extended probationary period, the period of the extension shall be included in determining the eligibility date for the salary step increase. For example, an employee is appointed on January 4, 1986 and works in the regular assignment until April 11, 1986. On April 12, 1986, the employee is on injury-on-duty time until July 4, 1986 and returns to the regular assignment on July 5, 1986. The employee successfully completes the probationary period on September 26, 1986. The effective date on the salary step increase is July 5, 1986 because the period April 12, 1986 to July 4, 1986 is included in determining the salary step eligibility date.
- 3) When the probationary period is extended for an employee in a classification with a twelve (12) month probationary period who has successfully completed less than twenty-six (26) weeks of service, the employee shall be eligible for a salary step increase upon successful

completion of twenty-six (26) weeks of service, excluding the period of the extension. The period of the extension, however, shall be included in determining the eligibility date for the salary step increase. The effective date of the salary step increase is determined in accordance with the example given above.

- 4) When the probationary period is extended for an employee in a classification with a twelve (12) month probationary period who has successfully completed more than twenty-six (26) weeks of service and who successfully completes the extended probationary period, the period of the extension shall be included in determining the eligibility date for the next salary step increase. The effective date of the salary step increase is determined in accordance with the example given above, except fifty-two (52) weeks is required rather than twenty-six (26) weeks.
- 5) If a probationary period is extended due to an unpaid leave of absence, the period of such extension is excluded in determining the eligibility date for a salary step increase.

If the above represents your understanding of the agreement reached, please sign as indicated below and return one copy to my office.

Sincerely,

Steve Lakich
 Steve Lakich
 Director of Employee Relations

AGREED TO:

Don Horger
 Don Horger, President
 Sacramento Police Officers Association

Attachment
 cc: John Worcester, Personnel Management Services Division

Rule 7.4

Revise Rule 7.4 as follows:

Extension of Probationary Period. In computing an employee's probationary period, leaves of absence, periods of "light duty" required due to medical conditions, sick leave, and "injury-on-duty time" shall extend the probationary period by the equivalent amount of the such time. However, the probationary period shall only be extended if the time exceeds thirty
-(30) consecutive calendar days.



CITY OF SACRAMENTO

45

DEPARTMENT OF EMPLOYEE RELATIONS

801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

March 5, 1986

Mr. Richard Mayberry, President.
Sacramento Area Fire Fighters, Local 522
3101 Stockton Blvd.
Sacramento, CA 95820

Re: Delay of Salary Step Increase When Probationary Period Extended

Dear Mr. Mayberry:

This will confirm the agreement we reached on March 3, 1986 on Rule 7.4 (Extension of Probationary Period) of the Rules and Regulations of the Civil Service Board. Attached is a copy of Rule 7.4 which was approved by the Civil Service Board on March 4, 1986.

As part of the agreement on Rule 7.4, we agreed to the following in respect to a delay of a salary step increase when the probationary period is extended:

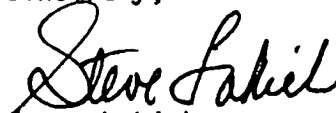
- 1) If the probationary period is extended due to light duty, sick leave, or injury-on-duty time, the salary step increase will be delayed for the period of the extension.
- 2) For an employee in a classification with a six (6) month probationary period who successfully completes the extended probationary period, the period of the extension shall be included in determining the eligibility date for the salary step increase. For example, an employee is appointed on January 4, 1986 and works in the regular assignment until April 11, 1986. On April 12, 1986, the employee is on injury-on-duty time until July 4, 1986 and returns to the regular assignment on July 5, 1986. The employee successfully completes the probationary period on September 26, 1986. The effective date on the salary step increase is July 5, 1986 because the period April 12, 1986 to July 4, 1986 is included in determining the salary step eligibility date.
- 3) When the probationary period is extended for an employee in a classification with a twelve (12) month probationary period who has successfully completed less than twenty-six (26) weeks of service, the employee shall be eligible for a salary step increase upon successful completion of twenty-six (26) weeks of service, excluding the period of the extension. The period of the extension, however, shall be included in determining the eligibility date for the salary step

increase. The effective date of the salary step increase is determined in accordance with the example given above.

- 4) When the probationary period is extended for an employee in a classification with a twelve (12) month probationary period who has successfully completed more than twenty-six (26) weeks of service and who successfully completes the extended probationary period, the period of the extension shall be included in determining the eligibility date for the next salary step increase. The effective date of the salary step increase is determined in accordance with the example given above, except fifty-two (52) weeks is required rather than twenty-six (26) weeks.
- 5) If a probationary period is extended due to an unpaid leave of absence, the period of such extension is excluded in determining the eligibility date for a salary step increase.

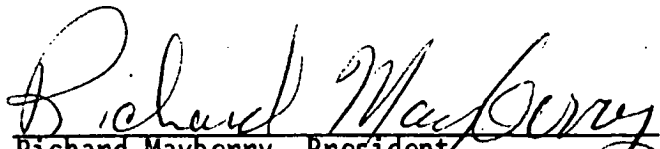
If the above represents your understanding of the agreement reached, please sign as indicated below and return one copy to my office.

Sincerely,



Steve Lakich
Director of Employee Relations

AGREED TO:


Richard Mayberry, President
Sacramento Area Fire Fighters, Local 522

Attachment

cc: John Worcester, Personnel Management Services Division

Rule 7.4

Revise Rule 7.4 as follows:

Extension of Probationary Period. In computing an employee's probationary period, leaves of absence, periods of "light duty" required due to medical conditions, sick leave, and "injury-on-duty time" shall extend the probationary period by the equivalent amount of the such time. However, the probationary period shall only be extended if the time exceeds thirty (30) consecutive calendar days.



CITY OF SACRAMENTO

RECEIVED 45
MAR 10 1986

DEPARTMENT OF EMPLOYEE RELATIONS

801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

March 5, 1986

Mr. Garland Rosauro
District Representative
Stationary Engineers, Local 39
2715 Riverside Blvd.
Sacramento, CA 95818

Re: Delay of Salary Step Increase When Probationary Period Extended

Dear Mr. Rosauro:

This will confirm the agreement we reached with Mr. Richard Mayberry on March 3, 1986 on Rule 7.4 (Extension of Probationary Period) of the Rules and Regulations of the Civil Service Board. It is our understanding that your organization authorized Mr. Mayberry to represent you on this matter. Attached is a copy of Rule 7.4 which was approved by the Civil Service Board on March 4, 1986.

As part of the agreement on Rule 7.4, we agreed to the following in respect to a delay of a salary step increase when the probationary period is extended:

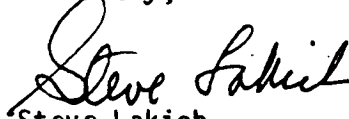
- 1) If the probationary period is extended due to light duty, sick leave, or injury-on-duty time, the salary step increase will be delayed for the period of the extension.
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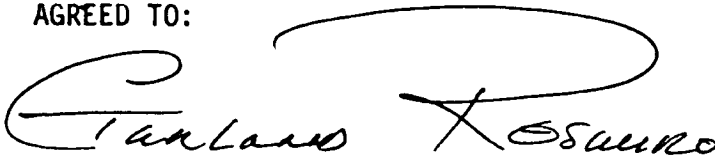
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Sincerely,



Steve Lakich
Director of Employee Relations

AGREED TO:



Garland Rosauo, District Representative
Stationary Engineers, Local 39

Attachment

cc: John Worcester, Personnel Management Services Division

Rule 7.4

Revise Rule 7.4 as follows:

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CITY OF SACRAMENTO

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MAR 10 1986

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

March 5, 1986

Mr. Dennis Bonnifield
Business Representative
Stationary Engineers, Local 39
2715 Riverside Blvd.
Sacramento, CA 95818

Re: Delay of Salary Step Increase When Probationary Period Extended

Dear Mr. Bonnifield:

This will confirm the agreement we reached with Mr. Richard Mayberry on March 3, 1986 on Rule 7.4 (Extension of Probationary Period) of the Rules and Regulations of the Civil Service Board. It is our understanding that your organization authorized Mr. Mayberry to represent you on this matter. Attached is a copy of Rule 7.4 which was approved by the Civil Service Board on March 4, 1986.

As part of the agreement on Rule 7.4, we agreed to the following in respect to a delay of a salary step increase when the probationary period is extended:

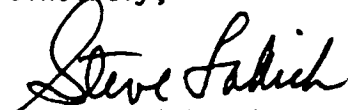
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If the above represents your understanding of the agreement reached, please sign as indicated below and return one copy to my office.

Sincerely,



Steve Lakich
Director of Employee Relations

AGREED TO:



Dennis Bonifield, Business Representative
Stationary Engineers, Local 39

Attachment

cc: John Worcester, Personnel Management Services Division

Rule 7.4

Revise Rule 7.4 as follows:

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CITY OF SACRAMENTO

45

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

March 5, 1986

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MAR 10 1986

Sacramento - Sierra's
Building & Construction Trades Council

Mr. Bill Meehan, Business Manager
Sacramento-Sierra's Building &
Construction Trades Council
2245 Florin Road, Suite 6
Sacramento, CA 95822

Re: Delay of Salary Step Increase When Probationary Period Extended

Dear Mr. Meehan:

This will confirm the agreement we reached with Mr. Richard Mayberry on March 3, 1986 on Rule 7.4 (Extension of Probationary Period) of the Rules and Regulations of the Civil Service Board. It is our understanding that your organization authorized Mr. Mayberry to represent you on this matter. Attached is a copy of Rule 7.4 which was approved by the Civil Service Board on March 4, 1986.

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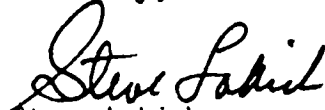
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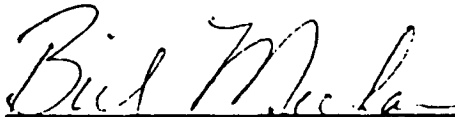
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Sincerely,



Steve Lakich
Director of Employee Relations

AGREED TO:



Bill Meehan, Business Manager
Sacramento-Sierra's Building & Construction
Trades Council

Attachment

cc: John Worcester, Personnel Management Services Division

Rule 7.4

Revise Rule 7.4 as follows:

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CITY OF SACRAMENTO

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DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

March 5, 1986

Mr. Howard Hays
Business Representative
International Association of Machinists
and Aerospace Workers
967 Venture Court
Sacramento, CA 95825

Re: Delay of Salary Step Increase When Probationary Period Extended

Dear Mr. Hays:

This will confirm the agreement we reached with Mr. Richard Mayberry on March 3, 1986 on Rule 7.4 (Extension of Probationary Period) of the Rules and Regulations of the Civil Service Board. It is our understanding that your organization authorized Mr. Mayberry to represent you on this matter. Attached is a copy of Rule 7.4 which was approved by the Civil Service Board on March 4, 1986.

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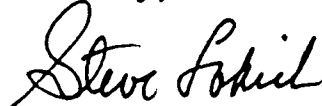
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If the above represents your understanding of the agreement reached, please sign as indicated below and return one copy to my office.

Sincerely,



Steve Lakich
Director of Employee Relations

AGREED TO:



Howard Hays, Business Representative
International Association of Machinists
and Aerospace Workers

Attachment
cc: John Worcester, Personnel Management Services Division

Rule 7.4

Revise Rule 7.4 as follows:

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CITY OF SACRAMENTO

FILE 45

DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

March 5, 1986

Mr. Bill Rhoten, Business Manager
Plumbers & Pipefitters, Local 447
5841 Newman Court
Sacramento, CA 95819

Re: Delay of Salary Step Increase When Probationary Period Extended

Dear Mr. Rhoten:

This will confirm the agreement we reached with Mr. Richard Mayberry on March 3, 1986 on Rule 7.4 (Extension of Probationary Period) of the Rules and Regulations of the Civil Service Board. It is our understanding that your organization authorized Mr. Mayberry to represent you on this matter. Attached is a copy of Rule 7.4 which was approved by the Civil Service Board on March 4, 1986.

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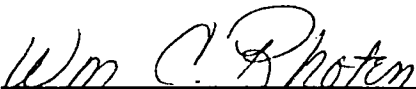
If the above represents your understanding of the agreement reached, please sign as indicated below and return one copy to my office.

Sincerely,



Steve Lakich
Director of Employee Relations

AGREED TO:



Bill Rhoten, Business Manager
Plumbers & Pipefitters, Local 447

Attachment

cc: John Worcester, Personnel Management Services Division

Rule 7.4

Revise Rule 7.4 as follows:

Extension of Probationary Period. In computing an employee's probationary period, leaves of absence, periods of "light duty" required due to medical conditions, sick leave, and "injury-on-duty time" shall extend the probationary period by the equivalent amount of the such time. However, the probationary period shall only be extended if the time exceeds thirty
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CITY OF SACRAMENTO

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DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

March 5, 1986

Mr. Ray Sesma, Business Representative
Auto, Marine & Specialty Painters,
Local 1176
8400 Enterprise Way, Room 124
Oakland, CA 94621

Re: Delay of Salary Step Increase When Probationary Period Extended

Dear Mr. Sesma:

This will confirm the agreement we reached with Mr. Richard Mayberry on March 3, 1986 on Rule 7.4 (Extension of Probationary Period) of the Rules and Regulations of the Civil Service Board. It is our understanding that your organization authorized Mr. Mayberry to represent you on this matter. Attached is a copy of Rule 7.4 which was approved by the Civil Service Board on March 4, 1986.

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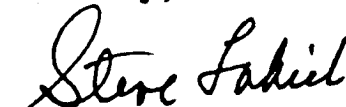
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If the above represents your understanding of the agreement reached, please sign as indicated below and return one copy to my office.

Sincerely,



Steve Lakich
Director of Employee Relations

AGREED TO:

Ray Sesma ^{3/11/86}

 Ray Sesma, Business Representative
 Auto, Marine & Specialty Painters, Local 1176

Attachment

cc: Jim Hutchinson, Shop Steward ✓
John Worcester, Personnel Management Services Division

Rule 7.4

Revise Rule 7.4 as follows:

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CITY OF SACRAMENTO

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DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

March 5, 1986

Mr. Bob Blaser, President
Western Council of Engineers
Public Works Department
City of Sacramento

Re: Delay of Salary Step Increase When Probationary Period Extended

Dear Mr. Blaser:

This will confirm the agreement we reached with Mr. Richard Mayberry on March 3, 1986 on Rule 7.4 (Extension of Probationary Period) of the Rules and Regulations of the Civil Service Board. It is our understanding that your organization authorized Mr. Mayberry to represent you on this matter. Attached is a copy of Rule 7.4 which was approved by the Civil Service Board on March 4, 1986.

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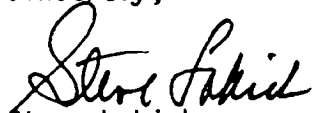
EMPLOYEE RELATIONS

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Sincerely,



Steve Lakich
Director of Employee Relations

AGREED TO:


 Bob Blaser, President *Acting President*
 Western Council of Engineers

Attachment

cc: John Worcester, Personnel Management Services Division

Rule 7.4

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CITY OF SACRAMENTO

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DEPARTMENT OF EMPLOYEE RELATIONS
801 NINTH STREET, ROOM 105
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5424

STEVE LAKICH
DIRECTOR OF EMPLOYEE RELATIONS

March 12, 1986

Mr. Bill Meehan, Business Manager
Sacramento-Sierra's Building & Construction
Trades Council
2245 Florin Road, Suite 6
Sacramento, CA 95822

RECEIVED

MAR 13 1986

Sacramento - Sierra's
Building & Construction Trades Council

Re: Stagehand Uniforms

Dear Mr. Meehan:

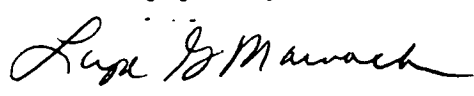
This is to confirm the agreement reached during our meeting of March 10, 1986. Specifically, we agreed to amend Article XVI, Section 35 of the 1985-87 Agreement between the City and the Sacramento-Sierra's Building and Construction Trades Council covering employees in the Building Trades and Craft Unit to add the following:

1. The City shall provide full-time career employees in the classifications of Stagehand I and II with the following dress uniform in addition to the current work (5-5-1) uniform:
 - 1 blaser
 - 2 shirts
 - 1 pair pants
 - 1 tie
2. The City shall be responsible for the repair and replacement of dress uniform items.
3. The City shall be responsible for the cost of dry cleaning the sports coat and tie.
4. The employee shall be responsible for the cleaning of the dress shirts and pants.
5. The City shall designate the events at which the dress uniform shall be worn.

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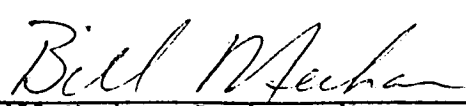
If the above is your understanding of the agreement reached, please sign as indicated below and return the original to my office. Enclosed is an additional copy with my original signature for your files.

Sincerely yours,



Lupe G. Marnach
Senior Employee Relations
Representative

AGREED TO:



Bill Meehan, Business Manager
Sacramento-Sierra's Building and Construction
Trades Council

Enclosure

cc: Peter Hoover, Community Center