

## **RESOLUTION NO. 2009-716**

Adopted by the Sacramento City Council

November 17, 2009

### **AGREEMENT COVERING THE ENGINEERING UNIT (2009 – 2013)**

#### **BACKGROUND**

- A. Pursuant to the Meyers-Milias-Brown Act governing public sector collective bargaining, the City has met and conferred with the Western Council of Engineers, which is the recognized employee organization for employees in the Engineers Unit, regarding a three-year contract extension, delay in step increases, a delay in the 2009 salary adjustment, furlough of 12 days (96 hours) per year, and longevity pay for senior employees.
- B. The parties have reached an agreement on the following terms and conditions: contract extension, two year step increase freeze, delay in the annual salary adjustment, furlough of 12 days (96 hours) per year, and longevity pay for senior employees. The letters of understanding which describe these terms are in Exhibits A, B, C, D, and E.
- C. The terms of the agreement are consistent with the obligations of the City to bargain in good faith, are in line with the City's strategic goals and serve the interests of the City, the operating departments and the community by continuing positive labor relations.

#### **BASED ON THE FACTS SET FORTH IN THE APPENDICES, THE CITY COUNCIL RESOLVES AS FOLLOWS:**

- Section 1. The letters of understanding covering the Engineering Unit are adopted as attached and the Director of Labor Relations is authorized to execute the agreements.

#### **Table of Contents:**

- Exhibit A: Letter of Understanding, TERM
- Exhibit B: Letter of Understanding, Two Year Step Increase Freeze
- Exhibit C: Letter of Understanding, Delay in Annual Salary Adjustment
- Exhibit D: Letter of Understanding, Furlough Days
- Exhibit E: Letter of Understanding, Longevity Pay for Senior Employees

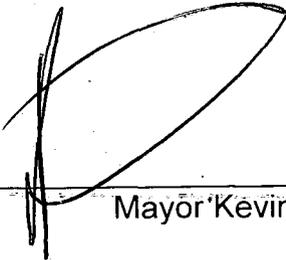
Adopted by the City of Sacramento City Council on November 17, 2009 by the following vote:

Ayes: Councilmembers Cohn, Fong, Hammond, McCarty, Pannell, Sheedy, Tretheway, Waters, and Mayor Johnson.

Noes: None.

Abstain: None.

Absent: None.



\_\_\_\_\_  
Mayor Kevin Johnson

Attest:



\_\_\_\_\_  
Shirley Concolino, City Clerk



**OFFICE OF LABOR  
RELATIONS**

**CITY OF SACRAMENTO  
CALIFORNIA**

915 I STREET  
ADMIN BLDG, ROOM 4133  
SACRAMENTO, CA  
95814-2604

**DEE CONTRERAS**  
DIRECTOR

June 2, 2009

PH 916-808-5424  
FAX 916-808-8110

Ms. Nancy Watson  
Executive Director  
Western Council of Engineers  
700 College Avenue  
Santa Rosa, CA 95404

**Re: Amendment to Section 16.14 TERM**

Dear Ms. Watson:

This is to confirm the agreement of the City of Sacramento (City) and Western Council of Engineers (WCE) covering employees in the Engineering Unit regarding the term of the existing Memorandum of Understanding (MOU) between the parties. Specifically, it is agreed as follows:

Effective April 7, 2009, Article 16.14 TERM is amended to read as follows:

- a. This Agreement shall remain in full force and effect from October 29, 2005, to and including June ~~1829~~, 2013~~0~~.
- b. The provisions of this Agreement shall be effective on the effective date stated above except as otherwise specifically provided.

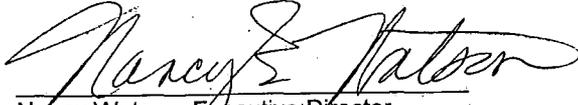
If this is your understanding of the agreement reached, please sign and date as indicated below and return one copy to my office. I have enclosed an additional original for your files.

Sincerely,

VeRonica Busby  
Labor Relations Officer

WCE – Section 16.14 TERM  
June 2, 2009  
Page 2

AGREED TO:

A handwritten signature in black ink, appearing to read "Nancy Watson". The signature is written in a cursive, flowing style.

Nancy Watson, Executive Director  
Western Council of Engineers

cc: Kirk Thompson, Western Council of Engineers



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**DEE CONTRERAS**  
DIRECTOR

June 2, 2009  
(REVISED)

PH 916-808-5424  
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Ms. Nancy Watson  
Executive Director  
Western Council of Engineers  
700 College Avenue  
Santa Rosa, CA 95404

**Re: Agreement Regarding Step Increases**

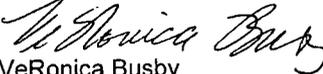
Dear Ms. Watson:

This is to confirm the agreement of the City of Sacramento (City) and Western Council of Engineers (WCE) covering employees in the Engineering Unit regarding step increases in the existing Memorandum of Understanding (MOU) between the parties. Specifically, it is agreed as follows:

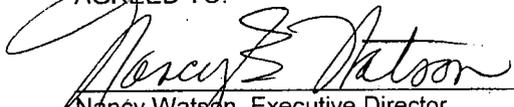
1. Effective June 20, 2009, employees who are not at the top step of their salary range will have their salary step frozen for a period of two (2) years. For example, Employee A is at Step 3 and is due to advance to Step 4 on September 12, 2009. Employee A's advancement to that step will be suspended until September 12, 2011.
2. Employees who have their advancements suspended will receive eighty (80) hours of Paid Time Off. Paid Time Off will have no cash value, will not create overtime and will have no expiration date. Paid Time Off will be posted by July 1, 2009 or as soon as is practicable.
3. Effective June 18, 2011, the provisions of Article 7.2 a., ADVANCEMENT IN RATE OF COMPENSATION, Advancement in Steps, will be reinstated. Employees who are not at the top step of their salary range, and have completed their two-year step freeze period, will advance one (1) step on their anniversary date.
4. On June 29, 2013, employees who are not at the top step of their salary range will be advanced to the salary step they would have been on had their salary not been suspended.

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

Sincerely,

  
VeRonica Busby  
Labor Relations Officer

AGREED TO:

  
\_\_\_\_\_  
Nancy Watson, Executive Director  
Western Council of Engineers

7/30/09  
Date

cc: Kirk Thompson, Western Council of Engineers



**OFFICE OF LABOR RELATIONS**  
**DEE CONTRERAS**  
DIRECTOR

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June 2, 2009  
(REVISED - #2)

Ms. Nancy Watson  
Executive Director  
Western Council of Engineers  
700 College Avenue  
Santa Rosa, CA 95404

**Re: Amendments to ARTICLE 6 – SALARY ADJUSTMENTS**

Dear Ms. Watson:

This is to confirm the agreement of the City of Sacramento (City) and Western Council of Engineers (WCE) covering employees in the Engineering Unit regarding the salaries in the existing Memorandum of Understanding (MOU) between the parties. Specifically, it is agreed, as follows:

1. Effective June 20, 2009, Article 6.6, 2009-2010 SALARIES, will be replaced with the following and Exhibit A-4 will be deleted:

**Article 6.6 2010-2011 SALARIES**

Effective January 1, 2011, salary ranges in terms of bi-weekly rates shall be adjusted by two percent (2%).

**Article 6.7 2011-2012 SALARIES**

Effective December 31, 2011, salary ranges in terms of bi-weekly rates shall be adjusted by one percent (1%).

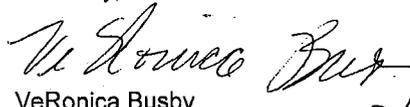
**Article 6.8 2012-2013 SALARIES**

Effective June 30, 2012, salary ranges in terms of bi-weekly rates shall be adjusted by three and one-half percent (3.5%).

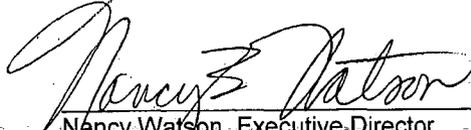
2. The remaining article will be renamed and/or renumbered.
3. Employees will receive eighty (80) hours of Paid Time Off (PTO) on June 20, 2009 and forty (40) hours of PTO on June 19, 2010.
4. PTO will have no cash value, will not create overtime and will have no expiration date.

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

Sincerely,

  
VeRonica Busby  
Labor Relations Officer

AGREED TO:

  
Nancy Watson, Executive Director  
Western Council of Engineers

7/30/09  
Date

cc: Kirk Thompson, Western Council of Engineers



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June 2, 2009

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Ms. Nancy Watson, Executive Director  
Western Council of Engineers  
700 College Avenue  
Santa Rosa, CA 95404

**Re: Agreement Regarding Furlough Days**

Dear Ms. Watson:

This is to confirm the agreement of the City of Sacramento (City) and Western Council of Engineers (WCE) covering employees in the Engineering Unit regarding furlough days in the existing Memorandum of Understanding (MOU) between the parties. Specifically, it is agreed as follows:

1. Effective July 2, 2009, employees will be required to furlough one day each month through July 1, 2011, for a total of ninety-six (96) hours per fiscal year, through Fiscal Year 2011. The parties agree to reopen discussions in January of 2011 on the issue of additional furlough days beyond Fiscal Year 2011, based on City budget resources.
2. Common (group) furlough days designated by the City are indicated in the attachment to this agreement and will be applied to the twelve (12) day total for each fiscal year.

If this is your understanding of the agreement reached, please sign and date as indicated below and return one copy to my office. I have enclosed an additional original for your files.

Sincerely,

*VeRonica Busby*  
VeRonica Busby  
Labor Relations Officer

**AGREED TO:**

*Nancy Watson*  
Nancy Watson, Executive Director  
Western Council of Engineers

Attachment

cc: Kirk Thompson, Western Council of Engineers

## PROPOSED GROUP FURLOUGH DATES

### 2009

- THUR, JULY 2
- FRI, SEPT 4
- WED, NOV 25
- THUR, DEC 24 (1/2)
- THUR, DEC 31 (1/2)

### 2010

- FRI, FEB 12
- FRI, MAY 28
- FRI, JULY 2
- FRI, SEPT 3
- FRI, NOV 12
- WED NOV 24
- THUR, DEC 23 (1/2)
- THUR, DEC 30 (1/2)

### 2011

- FRI, FEB 11
- FRI, MAY 27
- FRI, JULY 1
- FRI, SEPT 2
- THUR, NOV 10
- WED NOV 23
- FRI, DEC 23 (1/2)
- FRI, DEC 30 (1/2)

### 2012

- FRI, FEB 10
- FRI, MAY 26
- MON, JULY 3
- FRI, SEPT 1
- THUR, NOV 9
- WED NOV 24
- FRI, DEC 22 (1/2)
- FRI, DEC 29 (1/2)

### 2013

- FRI, FEB 9
- FRI, MAY 25



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**DEE CONTRERAS**  
DIRECTOR

CITY OF SACRAMENTO  
**CALIFORNIA**

June 2, 2009

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Nancy Watson  
Executive Director  
Western Council of Engineers  
700 College Avenue  
Santa Rosa, CA 95404

**Re: Agreement Regarding Senior Employee Pay**

Dear Ms. Watson:

This is to confirm the agreement of the City of Sacramento and the Western Council of Engineers regarding the establishment of Senior Employee Pay. Specifically, it is agreed, as follows:

1. Effective June 20, 2009, fulltime eligible employees will receive Senior Employee Pay in the amount of five percent (5%).
2. To qualify for Senior Employee Pay, the employee must have twenty-five (25) or more years of City service, and be at least fifty-five (55) years old.
3. Employees who receive Senior Employee Pay are required to furlough one (1) additional day per month. Employees will normally not be scheduled for overtime on their furlough day.
4. Senior Employee Pay will be discontinued on January 1, 2011.
5. Senior Employee Pay is considered to be longevity pay and therefore reportable as special compensation under PERS law.

WCE - Senior Employee Pay  
June 2, 2009  
Page 2

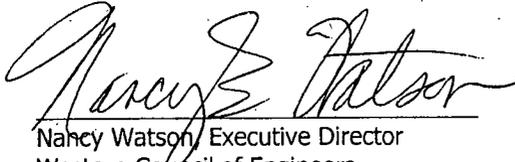
If this is your understanding of the agreement reached, please sign and date as indicated below and return one copy to my office. I have enclosed an additional original for your files.

Sincerely,



VeRonica Busby  
Labor Relations Officer

AGREED TO:



Nancy Watson, Executive Director  
Western Council of Engineers

cc: Kirk Thompson, Western Council of Engineer