

SIDE LETTER  
BETWEEN  
SACRAMENTO COUNTY  
AND  
SACRAMENTO COUNTY MANAGEMENT ASSOCIATION (SCMA)


Dual Licensure for employees in the Senior Civil Engineer, Sr. Transportation Engineer and Principal Engineer Classes

In the 2018-2022 Management Agreement between SCMA and the County of Sacramento, Section 7.5 contained a linkage to Salary Ordinance Section 45 as follows:

*"Sections 43,44, and 45 of the County Personnel Ordinance and the County Code provisions for Deferred Compensation Plans shall no longer apply to Representation Units 032 and 033. However, there shall be no diminution of benefits provided by sections 43, 44, and 45, as of the effective date of this MOU, for the term of the MOU. The parties agree to meet during the term of 2018-2021 MOU to identify compensation relation to the County Personnel Ordinance and County Code for the exclusive purpose of including such benefits in the MOU. However, without limiting the foregoing, all benefits identified in Appendix B, as well as the Minimum Car Allowance per Resolution 82-1287, shall not be eliminated or diminished during the term of the contract."*

In the 2022-2025 Agreement, this Section was amended to remove the contract linkage to Sections 43, 44 and 45. Consequently, provisions of Sections 43, 44 and 45 no longer apply to members of the management unit. This side letter will establish the parties' agreement that any unit employee in the classes above receiving a 5% dual licensure differential prior to 7/18/2023 will continue to be eligible for this differential. Additionally, any employee subsequently promoting into an identified class within the bargaining unit, provided the employee was receiving the 5% dual licensure differential prior to promotion, will continue to be eligible for this differential.

For SCMA:

  
Kelsey Johnson, President

DATE: 8/18/2023

For Sacramento County:



Matt Connolly,  
Chief Labor Negotiator

DATE: 8/17/2023