

LETTER OF UNDERSTANDING  
BETWEEN  
SACRAMENTO COUNTY  
AND  
SACRAMENTO COUNTY MANAGEMENT ASSOCIATION

Nursing License Differential for employees in the Health Program  
Manager Class

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 Letter of Understanding will establish the parties' agreement that Health Program Managers who work in positions where the County requires a Public Health Nurse certificate and/or Registered Nurse license issued by the State of California, will continue to receive the seven and a half percent (7.5%) differential for maintaining the license.

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*David Krueckenberg*

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For SCMA

DATE: 4/4/2024

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*Lisette Pong*

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For Sacramento County

DATE: 4/4/2024