

**Letter of Understanding  
Between  
COUNTY OF SACRAMENTO  
And  
ASSOCIATION OF PROFESSIONAL ENGINEERS, COUNTY OF SACRAMENTO  
REPRESENTING EMPLOYEES IN THE  
ENGINEERS & ARCHITECTS SUPERVISOR AND NON-SUPERVISORY UNITS**

**Movement from Entry Step 4 to Step 5**

Per Section 11.2, entitled Salary Administration, the entry step within the established range for each class shall be Step 4 unless specifically designated as Step 5, 6, 7, 8, or 9.

The parties agree that effective the pay period following Board approval of the 2018-21 labor agreement, the County will place all employees in Unit 022, the Non-Supervisory Unit, whose pay is at Step 4, to Step 5. This movement from Step 4 to Step 5 is a one-time arrangement. The anniversary date for the Annual Salary Adjustment of such employees shall remain the same for subsequent steps.

The parties further agree the entry step for classes in Unit 023, the Supervisory Unit, is Step 5.

Date \_\_\_\_\_



Mark Merin, Chief Negotiator  
APECS



Vanessa De Leon, Chief Negotiator  
County of Sacramento



Nanette Bailey, President  
APECS