

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

Dual Licensure Differential Eligibility for Employees Promoting into Sr. Civil Engineer, Sr. Transportation Engineer, and Principal Engineer Classifications

In 2023, SCMA and the County of Sacramento entered into a side letter regarding employees in the classifications of Senior Civil Engineer, Senior Transportation Engineer, and Principal Engineer and their continuing eligibility for a five percent (5%) Dual Licensure Differential. The side letter read, in part, as follows:

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 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.

In the 2025-2029 Management Agreement between SCMA and the County of Sacramento, this side letter was incorporated into Section 7.6(w) (Dual Licensure Differential). However, the provision addressing the eligibility of employees who promote into one of the identified Unit 032 classifications was inadvertently omitted.

This side letter confirms the parties' agreement that employees who promote into one of the identified Unit 032 classifications, and who were receiving the five percent (5%) dual licensure differential prior to promotion, will remain eligible for this differential. The parties further agree that Section 7.6(w) (Dual Licensure Differential) will be updated in the successor agreement to the 2025–2029 Management Agreement to reflect this understanding. This side letter is intended to clarify and memorialize the parties' original intent and is not intended to establish a new or additional benefit.

For SCMA:

Kelsey Johnson

Kelsey Johnson
President

Dated: 4/24/2026

Jason Jasmine

Jason H. Jasmine
Messing Adam Jasmine & Shore

Dated: 4/25/2026

For County of Sacramento:

Matt Connolly

Matt Connolly
Chief Labor Negotiator

Dated: 4/27/2026