

**LETTER OF UNDERSTANDING
BETWEEN
SACRAMENTO COUNTY
AND
ENGINEERING TECHNICIANS AND TECHNICAL INSPECTORS (ETTI)**

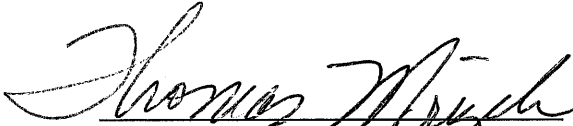
Retention Pay and the class of Construction Materials Laboratory Technician (Level I/II)

1. In 2013, the County of Sacramento and ETTI agreed the class of Construction Materials Laboratory Technician (Level I/II) was excluded from Section 6.13, Retention Pay, of the labor agreement between the County and ETTI.
2. However, the County and ETTI agreed the five (5) percent differential shall continue for those employees who received the differential in another ETTI class per Section 6.13 and then moved/promoted into the Construction Materials Laboratory Technician (Level I/II) class. If employees promoted/transferred out of the Construction Materials Laboratory Technician classification, they would no longer receive the differential unless otherwise authorized by the labor agreement under Section 6.13.
3. Prior to the class study, the below listed employees were receiving a five (5) percent retention pay differential in their former classification of Construction/Senior Construction Inspectors. In 2013, when the Board of Supervisors approved the granting of status of these employees to the class of Construction Materials Laboratory Technician (Level I/II), the parties agreed the following specific employees would continue to receive the five (5) percent retention pay differential in the new class:
 - a. Ray Bateman
 - b. Anthony Diolazo
 - c. Vener Laquindanum
 - d. Robert Martin
 - e. Donald Pimentel
 - f. Robert Schmidt
 - g. Pablito Supnet
 - h. James Valadez
4. As of December 10, 2014, the following employees, who remain in the Construction Materials Laboratory Technician (Level I/II) class, continue to be eligible for the five (5) percent retention pay differential:
 - a. Ray Bateman
 - b. Anthony Diolazo
 - c. Robert Martin
 - d. Robert Schmidt
 - e. Pablito Supnet
 - f. James Valadez

5. This Letter of Understanding will remain in effect for the remainder of the 2013-2018 agreement which is valid through June 30, 2018.

Date

2-9-15


Thom Mrizek, President


Vanessa De Leon, Labor Relations Officer


Dee Contreras, Labor Consultant