

**LETTER OF UNDERSTANDING
BETWEEN ETTI
AND
COUNTY OF SACRAMENTO**

RETENTION PAY AND ENGINEER IN TRAINING DIFFERENTIAL

RETENTION PAY

This letter is intended to provide clarification to the application of Section 6.12, entitled, Retention Pay.

1. **Eligible Classes:** The addition of the Assistant Planner class in the 2013-2018 agreement contemplated the inclusion of Planner I/II incumbents who meet the Retention Pay criteria. These employees were scheduled to be granted status to the new class of Assistant Planner and the Assistant Planner class reference was specifically intended to cover the former Planner I/II until the new Assistant Planner class was adopted by the Board of Supervisors.
2. **Top Step for the Equivalent of Five Years:** Employees who are at the top step of a class covered under Section 6.12 for the equivalent of five years and promotes to another class covered under this provision shall be eligible for retention pay, without having to achieve an additional equivalent of five years full-time service at the top step of the new class. For instance, if a Construction Inspector, with more than five years of full time service at the top step (Step 9) of the Construction Inspector series, promotes to the Senior Construction Inspector class and is placed in Step 8 (with Step 9 being the top step), such employee shall continue to be eligible for the retention pay, despite not actually completing five years of full- time service at Step 9 of the Senior Construction Inspector class.
3. **Engineering in Training Certificate:** The five percent (5%) differential for Engineering Technicians who possess an Engineer in Training certificate also applies to the advanced classes in the series, the Senior Engineering Technicians and Principal Engineering Technicians who possess such certification.

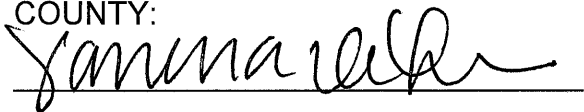
Date 2/19/15

ETTI:



Tom Mrizek, President

COUNTY:



Vanessa De Leon, Labor Relations Officer



Dee Contreras, Labor Representative