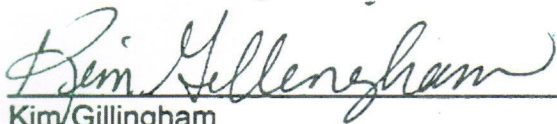


LETTER OF UNDERSTANDING  
BETWEEN  
COUNTY OF SACRAMENTO  
And  
SACRAMENTO COUNTY ADMINISTRATIVE PROFESSIONALS GROUP (034)

STANDBY PAY

The parties agree that any employee required to remain on standby for emergency work shall be paid straight time pay at the rate of one (1) hour per four (4) hours or less of standby time. Every effort will be made to limit required standby shifts to a maximum of eight (8) hours.

Date Feb 15, 2023



Kim Gillingham  
Business & Labor Representative  
Sacramento County Administrative  
Professionals Association



Karen Farrel  
Labor Relations Representative  
Sacramento County



Mark Burstiner  
President  
Sacramento County Administrative  
Professionals Association