

**STATE OF CALIFORNIA
PUBLIC EMPLOYMENT RELATIONS BOARD**



SACRAMENTO COUNTY
MANAGEMENT ASSOCIATION,

Charging Party,

v.

COUNTY OF SACRAMENTO,

Respondent.

Unfair Practice Case No.

SA-CE-1316-M

SETTLEMENT AGREEMENT

In the interest of promoting harmonious labor relations and to avoid the uncertainty, inconvenience, and expense of litigation, the Sacramento County Management Association ("SCMA") and the County of Sacramento ("County"), collectively "the parties," in settlement of the above-captioned Unfair Practice Case, agree as follows (the "Agreement"):

1. SCMA agrees to withdraw the Unfair Practice Case No. SA-CE-1316-M in its entirety with prejudice;
2. In exchange for the foregoing, the parties enter into the following agreements:
 - a. The County agrees that members of SCMA's Unit 032 and Unit 033 may attend each other's contract negotiations, day-to-day meet and confers, and grievance and disciplinary matters without loss of compensation or benefits;
 - b. The parties will meet sufficiently in advance of bargaining, to negotiate the amount of bargaining time and appropriate size of a singular SCMA bargaining team of no less than five members which will bargain both the 032 and 033 contracts. The parties reserve the right to meet and confer regarding reasonable release time as required by Gov. Code 3505.3. The County acknowledges that release time is a negotiable subject and agrees to comply with the MMBA concerning its negotiations;
 - c. This Agreement shall not establish any requirement to distinguish on Unit 032 and 033's timesheets any time spent in contract negotiations, day-to-day meet and confers, and grievance and disciplinary matters;
 - d. The County agrees to post a copy of this Agreement on the County website for a period of sixty (60) days following the Effective Date of this Agreement, with a caption stating: "This posted settlement agreement resolves the Unfair Labor Practice Charge, Case No. SA-CE-1316-M, filed by the Sacramento County Management Association."
3. This Agreement is the result of negotiations between the parties and was made in the interest of expedience and in consideration of the specific circumstances herein involved. Accordingly, this Agreement is non-precedential and does not necessarily reflect any assessment of the parties' legal obligations, nor does it constitute an admission of wrongdoing, contract or statutory violation, or liability on the part of either party to this Agreement;
4. The parties each agree to bear their own attorney's fees and other costs associated in any

way with the investigation, filing, or prosecution/defense of this unfair labor practice action;

5. This Agreement represents a full and complete resolution of the claims and disputes asserted in the above-referenced matter, including any charges included in PERB's complaint on file herein;
6. The undersigned parties represent that they have read and understand the terms of this Agreement, and that they are authorized to execute this Agreement on behalf of their principals;
7. This Agreement shall be effective on the date of the last signature to the Agreement ("Effective Date").

For SCMA:

For the County:

Date: 9/30/2026

Date: 9/29/2026


Name: Kelsey Johnson, President

 for
Name: Matt Connolly, Chief Labor
Negotiator

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