



Sacramento
Employment and
Training
Agency

September 28, 2023

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Vice Mayor
City of Sacramento

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Board of Supervisors
County of Sacramento

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County of Sacramento

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Mayor Pro Tem
City of Sacramento

Jeremiah Miller, Business Agent
American Federation of State, County
and Municipal Employees District
Council 57, Local 146, AFL-CIO
2295 Gateway Oaks Drive, Suite 140
Sacramento, California 95833

Re: Letter of Understanding on the Adoption of a Longevity Compensation

Dear Jeremiah:

This is to confirm the agreement of the Sacramento Employment and Training Agency (SETA) and the American Federation of State, County and Municipal Employees District Council 57, Local 146, AFL-CIO (AFSCME) regarding the implementation of the Longevity Compensation.

Specifically, it is agreed as follows:

1. Longevity Compensation shall be implemented consistent with all regulations required by grant funding; consistent with the Agency Longevity Compensation Policy to be adopted by the Governing Board; and dependent on the fiscal ability of the Agency to provide funding.
2. Longevity Compensation will be implemented effective December 1, 2023.
3. The employee shall be eligible to receive Longevity compensation upon reaching five (5) years of Agency service, and each 5-year milestone thereafter.
4. The period for eligibility shall be based on the initial hire date to the Agency and calculated using the anniversary date thereafter.

D'et Saurbourne
Interim Executive Director

**925 Del Paso Blvd., Suite 100
Sacramento, CA 95815**

**Main Office
(916) 263-3800**

**Head Start
(916) 263-3804**

Website: <http://www.seta.net>

“Preparing People for Success: in School, in Work, in Life”

September 28, 2023

Jeremiah Miller, Business Representative

Re: Longevity Compensation

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5. If an employee leaves Agency employment and later returns to Agency employment the longevity compensation shall be based on the rehire date.
6. The Longevity Compensation shall be \$500.00 at five (5) years of service; \$750.00 at ten (10) years; \$1,000.00 at fifteen (15) years; \$1,250.00 at twenty (20) years; \$1,500.00 at twenty-five (25) years; \$1,750.00 at thirty (30) years; \$2,000.00 at thirty-five (35) years; and \$2,250.00 at forty (40) years.
7. The first implementation of Longevity Compensation shall include payment to all Agency employees eligible for such pay based on their current years of service as of December 1, 2023.
8. Thereafter employees will receive the earned Longevity Compensation on the pay period immediately following the anniversary date.

If this is your understanding of the agreement reached, please sign as indicated below and return one copy to my office. I have enclosed an additional original for your files.

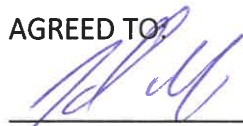
Sincerely,



Dee Contreras

Labor Relations Consultant

AGREED TO:



Jeremiah Miller

Business Representative, AFSCME

DATE:

9/28/2023

cc: D'et Saurbourne, Interim Executive Director
Bevan Richardson, Human Resources Manager