

**RESOLUTION NO. 16-021**

**RESOLUTION OF THE CITY COUNCIL OF THE  
CITY OF YUBA CITY APPROVING THE FIRST LEVEL MANAGERS' AMENDMENT**

WHEREAS, the City recognizes the need for departments to require employees to wear uniforms;

WHEREAS, such City provided uniforms are consistent with the City's Personal Appearance Policy;

WHEREAS, the City will continue to provide uniforms to those employees required to wear a uniform and will continue to reporting the value of such uniform benefit to CalPERS;

WHEREAS, City staff and First Level Managers' have worked in conjunction on the amendment for City provided uniforms;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Yuba City as follows:

Approve the attached First Level Managers' Amendment.

The Director of Finance is hereby authorized to make the necessary budget adjustments to implement the provisions of this resolution.

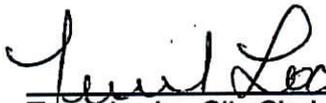
The forgoing Resolution of the City Council of the City of Yuba City was duly introduced, passed and adopted at a regular meeting thereof held on the 19<sup>th</sup> day of April 2016.

AYES: Councilmembers Cleveland, Didbal, Dukes, Gill and Mayor Buckland

NOES: None

ABSENT: None

ATTEST:

  
Terrel Locke, City Clerk



  
John Buckland, Mayor

The forgoing instrument is a correct copy  
of Original on file in this Office.

CERTIFIED 4/20/16  
Terrel Locke, City Clerk of the  
City of Yuba City, State of California  
By Terrel Locke, City Clerk

  
Deputy

**AMENDMENT TO THE LETTER OF UNDERSTANDING**  
**Between**  
**The City of Yuba City and**  
**First Level Managers**

The City of Yuba City and First Level Managers have previously met and conferred and agreed upon the current Letter of Understanding (LOU), for which the term runs through June 30, 2017.

The parties have now meet and conferred further and have mutually agreed to modify the current LOU, to reflect their currently-existing agreement and understanding pertaining to employer provided uniforms and the CalPERS reporting requirements as follows:

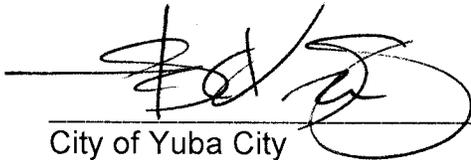
**ARTICLE 19 – CITY PROVIDED UNIFORM**

Consistent with the current agreement and practice, the City will continue to provide uniforms to those employees required to wear a uniform, and will continue reporting the value of such uniform benefit to CalPERS. This Amendment is solely to memorialize that, pursuant to CA Code of Regulations Section 571(b), the actual cost of City provided uniforms shall be treated as special compensation for the purpose of calculating pension contributions. The City will provide uniforms to employees based upon the City's determination of who is required to wear a uniform and appearance standards set by the City. The employee's work assignment will affect the number and type of uniforms provided, which will determine the amount reported to CalPERS. During the term of the LOU, the amount reported to CalPERS may vary based upon the City's actual cost directly related to providing required uniforms.

It is further agreed that the City will continue to provide the necessary uniforms to employees to allow them to meet the City's workplace appearance standards during the term of the LOU. If the City wishes to significantly alter the current basis for providing uniforms to the current employees receiving this benefit, the City agrees to inform the First Level Managers' prior to any change and meet to discuss this matter and/or any changes upon the First Level Managers' request.

Date:

4/27/16

  
\_\_\_\_\_  
City of Yuba City

Date:

4/7/16

  
\_\_\_\_\_  
First Level Managers