



Legislation Details (With Text)

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Staff Report for a Resolution Clarifying the Requirement for Uniforms for Certain Employees in the San Leandro City Employees' Association (SLCEA) Prior to January 1, 2016

SUMMARY AND RECOMMENDATIONS

Staff recommends that the City Council approve a resolution clarifying the uniform requirement for certain employees in the San Leandro City Employees' Association (SLCEA) prior to January 1, 2016. This resolution is required by the California Public Employees Retirement System (CalPERS).

BACKGROUND

In 2014, CalPERS audited San Leandro's compliance with CalPERS regulations, policies and requirements and in September 2014, issued its audit report. Since that time, the City has been working with CalPERS to resolve the audit findings. One of the final findings to be addressed is that the City did not report the monetary value for City-purchased uniforms as special compensation attributable to certain employees.

To resolve this audit finding, CalPERS requires two actions:

- 1) Include language in a written labor agreement specifying that uniforms purchased by the City and received by employees would be reported as special compensation; and
- 2) Submit a resolution approved by the City Council clarifying that uniforms were not required prior to January 1, 2016.

The first requirement has been addressed by adding language to the SLCEA Memorandum of Understanding (MOU) for the period January 1, 2016 to December 31, 2020 specifying that the monetary value of uniforms received by certain Public Works and Community Development

employees would be reported as special compensation.

The second requirement must be addressed with the approval of a resolution clarifying that uniforms were not required for certain employees in the SLCEA group prior to January 1, 2016 and therefore not subject to be reported to CalPERS as special compensation per California Code of Regulations (CCR) Section 571. This resolution is intended to satisfy CalPERS' requirement to resolve the audit finding.

Fiscal Impacts

There is no fiscal impact with the approval of this resolution.

PREPARED BY: Emily Hung, Human Resources Manager, City Manager's Office