



## Legislation Text

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**File #:** 16-435, **Version:** 1

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

WHEREAS, the City of San Leandro is currently a party to a Memorandum of Understanding (MOU) with the San Leandro City Employees' Association (SLCEA) labor group that is from January 1, 2016 to December 31, 2020; and

WHEREAS, Section 20.3 of the aforementioned SLCEA MOU provides for City issued uniforms be given to department identified SLCEA job classifications in the Public Works and Community Development departments; and

WHEREAS, certain department identified SLCEA job classifications in the Public Works and Community Development departments are required to wear uniforms as part of their daily work operations to properly identify them during work hours; and

WHEREAS, prior SLCEA MOUs including the SLCEA MOU covering January 1, 2013 through December 31, 2015 provided no guidance - for CalPERS purposes - on the issuance of City provided uniforms to department identified SLCEA job classifications in the Public Works and Community Development departments; and

WHEREAS, due to no guidance for CalPERS purposes on the issuance of City provided uniforms to department identified SLCEA job classifications in the Public Works and Community Development departments in neither the SLCEA MOUs before January 1, 2016 nor other City policies, such uniforms were not required prior to January 1, 2016; and

WHEREAS, Section 571 of the California Code of Regulations (CCR) requires the City to report to the California Public Employees' Retirement System (CalPERS) the value of City issued and required uniforms provided to employees as special compensation; and

WHEREAS, the City of San Leandro wishes to clarify with CalPERS that uniforms were not required for department identified SLCEA job classifications in the Public Works and Community Development departments prior to January 1, 2016 and therefore not subject to be reported as special compensation to CalPERS per Section 571 of the CCR.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of San Leandro clarifies with and for the California Public Employees' Retirement System (CalPERS) that uniforms were not required for department identified SLCEA job classifications in the Public Works and Community Development departments prior to January 1, 2016 and therefore under California Code of Regulations section 571 are not subject to be reported to CalPERS as special compensation.