

The City of Yuba City and the Mid-Managers Unit
Side Letter of Agreement to the
July 1, 2023 through June 25, 2027 MOU

The City of Yuba City ("City") and the Mid-Managers Unit ("MM Unit") have met and conferred in good faith pursuant to the requirements of the Meyers-Milias-Brown Act with respect to this side letter amending their Memorandum of Understanding ("MOU"), with a current term of July 1, 2023 through June 25, 2027 as set forth below. This side letter to the MOU describes the Parties' full and complete agreement to transition MM Unit employees to alternative short-term disability programs and to amend Section 3.8 ("Long Term Disability") of that MOU as set forth below.

Section 3.8 – Disability Insurance.

- A. The City provides a long-term disability program for MM Unit employees.
- B. As to short-term disability benefits, the MM Unit has voted to transition away from the City's current short-term disability program ("the City Program") to one of two alternative, voluntary benefit programs.

(1) The miscellaneous, non-safety MM Unit employees wish to have access to a program the City has agreed to make available through UNUM. City is in the application phase for the UNUM program and expects it to come on line and be available for those MM Unit employees who wish to participate beginning approximately April 1, 2024. The sworn fire safety MM Unit employees wish to utilize to a non-City program available to them through California Association of Professional Firefighters (CAPF). The City will have no role in providing or administering this benefit for fire safety MM Unit employees.

(2) The MM Unit wishes to maintain available coverage for its member employees through the City Program during the transition period to the alternative programs. The City will accept new claims from MM Unit employees until March 31, 2024, after which no further City Program claims will be accepted. MM Unit employees will continue to make required City Program contributions for so long as there are benefits being paid under the City Program to MM Unit employees. Once there are no more active City Program claims by any MM Unit employees, and no more City Program benefits being paid on such claims, the City will make no further deductions from MM Unit employees' wages for City Program contributions, and the MM Unit's participation in the City Program will cease.

(C) MM Unit employees receiving benefits through a disability insurance program (i.e. the City Program or one of the alternatives described above) may elect to have their accrued leave coordinated and used to supplement disability benefit payments in order to receive the equivalent of a full paycheck (gross basis). In no instance shall the combination of disability insurance payments and accrued leave or other City benefit payments exceed 100% of an employee's typical paycheck based on working regularly-scheduled hours. MM Unit employees who wish to coordinate paid leave benefits are required to notify Human Resources

within five (5) business days of receipt of disability benefits so that benefits can be coordinated. In the event of an inadvertent overpayment, the employee will be notified and must make immediate arrangements with Finance to repay the overpayment.

All other provisions of the MOU between the City and MM Unit shall remain unchanged.

Date: Feb 22, 2024

CITY OF YUBA CITY

Diana Langley

Diana Langley, City Manager

Date: Feb 14, 2024

MID-MANAGERS UNIT

Ciara Wakefield

Ciara Wakefield (Feb 14, 2024 09:49 PST)

Ciara Wakefield

Scott Chandler

Scott Chandler

Phillip Marler

Phillip Marler (Feb 14, 2024 09:59 PST)

Phill Marler

Katherine Willis

Katherine Willis (Feb 14, 2024 14:31 PST)

Kathy Willis