

The City of Yuba City and the Yuba City Police Officers' Association  
Side Letter of Agreement to the  
July 1, 2023 through June 26, 2026 MOU

The City of Yuba City ("City") and the Yuba City Police Officers' Association, on behalf of the employees in its bargaining unit ("POA"), 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 26, 2026 as set forth below. This side letter to the MOU describes the Parties' full and complete agreement to transition POA employees to a non-City short term disability program (through PORAC) and to amend that MOU by adding the language as set forth below.

POA has voted to transition from the City's current short-term disability program ("the City Program") to a program or programs available to its member employees through PORAC. Applicable premium payments for these PORAC programs are calculated as part of POA members' dues deductions that POA reports to the City, and that the City deducts from affected POA employee wages and remits to POA.

POA wishes to maintain available coverage for its member employees through the City Program during the transition period to the PORAC programs. The City will accept new claims from POA employees until March 1, 2024, after which no further City Program claims will be accepted. POA employees will continue to make required City Program contributions for so long as there are benefits being paid under the City Program to POA employees. Once there are no more active City Program claims by any POA employees, and no more City Program benefits being paid on such claims, the City will make no further deductions from POA employees' wages for City Program contributions, and the POA's participation in the City Program will cease.

Finally, it is agreed that POA employees receiving benefits under either a short or long-term disability insurance program (i.e. the City Program or PORAC program(s)) 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. POA 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 POA shall remain unchanged.

Date: Feb 22, 2024

CITY OF YUBA CITY

*Diana Langley*

Diana Langley, City Manager

Date: Feb 13, 2024

POA

*Timothy K. Talbot*  
Timothy K. Talbot (Feb 12, 2024 16:32 PST)

Timothy K. Talbot,  
Rains Lucia Stern

*Joseph Swallow*  
Joseph Swallow (Feb 13, 2024 08:38 PST)  
Joseph Swallow, President