

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PLACERVILLE  
RETROACTIVELY APPROVING AND AFFIRMING AN AMENDMENT TO THE  
SALARY AND BENEFIT PROVISIONS FOR THE UNIFIED CONFIDENTIAL AND  
SUPERVISORY EMPLOYEE UNIT CLASSIFICATIONS EFFECTIVE JULY 1,  
2011**

**WHEREAS**, the City has a long standing past practice of providing the same salary and benefit provisions for certain positions that are currently represented by the Unified Confidential and Supervisory Employee (UCASE) Unit as those received by positions represented by the International Union of Operating Engineers Stationary Engineers, Local 39; and

**WHEREAS**, the UCASE Unit consists of the following employee classifications: Accountant, Accounting Supervisor, Administrative Specialist, Archive Technician, Assistant Engineer, Associate Engineer, Building Official, Director of Information Technology, City Clerk/Human Resource Officer, Executive Assistant to the Chief of Police, Lab Director, Information Technology Analyst, Police Support Services Supervisor, Parks and Facilities Maintenance Superintendent, Public Works Superintendent, Recreation Supervisor, Recreation Coordinator, Secretary to the City Manager, and Water Reclamation Facility Supervisor; and

**WHEREAS**, the City Council desires to amend the salary and benefit provisions for the UCASE Unit;

**NOW, THEREFORE, BE IT HEREBY RESOLVED** that the City Council of the City of Placerville hereby retroactively approves and affirms the following amendments to the salary and benefit provisions for the UCASE Unit.

Clothing Stipend

Maintenance Workers

Effective July 1, 2011 all full-time employees who are required as a condition of employment to acquire and wear uniforms shall receive an annual clothing and boot allowance of up to six hundred and fifty dollars (\$650.00) on a reimbursement basis. This provision only applies to full-time maintenance employees in the following classes: Parks and Facilities Maintenance Superintendent and Public Works Superintendent.

Effective January 1, 2016, all full-time employees who are required as a condition of employment to acquire and wear uniforms shall receive an annual clothing and boot stipend of six hundred and fifty dollars (\$650.00). Effective July 1, 2016, said employees shall receive a clothing and boot stipend in the amount of seven hundred and fifty dollars (\$750.00). A 50% payment shall be made in the first full pay period in January and a second 50% payment shall be made on the first full pay period in July of each year. This provision only applies to full-time

maintenance employees in the following classes: Parks and Facilities Maintenance Superintendent and Public Works Superintendent.

#### Water Reclamation Facility Employees

Effective July 1, 2011, all full-time employees who are required as a condition of employment to acquire and wear uniforms, including the Lab Director and Water Reclamation Facility Supervisor, shall receive a uniform services or an annual clothing and boot allowance of up to six hundred and fifty dollars (\$650.00) on a reimbursement basis.

Effective January 1, 2016, all full-time employees who are required as a condition of employment to acquire and wear uniforms, including the Lab Director and Water Reclamation Facility Supervisor, shall receive an annual clothing and boot stipend of six hundred and fifty dollars (\$650.00). Effective July 1, 2016, eligible employees shall receive a clothing and boot stipend in the amount of seven hundred and fifty dollars (\$750.00). A 50% payment shall be made in the first full pay period in January, and a second 50% payment shall be made the first full pay period in July of each year.

#### Requirements

Those employees receiving a uniform allowance from the City shall be required to wear such apparel at all times during the performance of their work and no substitutions of non-approved apparel shall be permitted. Employees shall be responsible for maintaining and replacing their uniforms as necessary, and no additional payment or compensation shall be made for such maintenance. The clothing and boot allowance shall be reported as pensionable compensation to CalPERS.

Personnel on extended leave or without pay for more than thirty (30) days shall not receive uniform allowance for the period of absence from duty after the first thirty (30) days of such leave. Personnel on extended leave under this section may receive a prorated uniform allowance proportional to the hours of leave and work hours in the quarter.

#### Pesticide Application Stipend

Those employees employed within the Parks & Facilities Maintenance Superintendent classification who are assigned the duties of applying pesticides shall receive a certification differential of \$15.00 per month for possession of a Pest Control Applicators certificate and \$30.00 per month for a Pest Control Advisor certificate, non-cumulative.

This resolution shall be retroactive to July 1, 2011 and sunset on June 30, 2019. It is the intent of the parties to memorialize the uniform policy that was in place during the term of this resolution. No additional employee compensation shall result from the approval of this resolution.

The foregoing Resolution was introduced at a regular meeting of the City Council of the City of Placerville held on January 8, 2019, by Councilmember \_\_\_\_\_ who moved its adoption. The motion was seconded by Councilmember \_\_\_\_\_. The motion was passed by the following vote:

**AYES:**

**NOES:**

**ABSENT:**

**ABSTAIN:**

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
Regina O'Connell, City Clerk