

The City of Yuba City and the Police First Level Managers
Side Letter of Agreement to the
July 1, 2021 through June 30, 2023 MOU

The City of Yuba City ("City") and the Police First Level Managers ("Union") have met and conferred in good faith pursuant to the requirements of the Meyers-Milias-Brown Act to this side letter amending their Memorandum of Understanding ("MOU"), with a current term of July 1, 2021 through June 30, 2023 as set forth below. This side letter of Agreement describes the Parties' full and complete agreement to amend that MOU by adding the language as set forth below.

Dental/Vision

For calendar year 2023, the City shall pay for enhanced dental/vision benefits. The enhanced dental/vision are as follows: annual deductible shall be \$25 (individual) and \$75 (family), calendar year maximum benefit shall increase to \$2,000, basic coverage shall increase to 90% coverage, major coverage shall increase to 60% coverage, and vision allowance shall increase to \$800 in a 24-month period.

For each following year, not to exceed a total of five (5) years, the City will annually evaluate the dental and vision fund excess reserve. The City will make a discretionary determination, which shall not be subject to bargaining requirements or the grievance process, and then communicate the determination in writing to each bargaining unit as to whether the City will pay for the enhanced dental/vision benefits set forth above for the coming calendar year. In any year when enhanced benefits are not able to be funded, benefit levels will automatically revert to the levels set forth in the unit's MOU. After calendar year 2027, dental and vision benefits will be provided at the level in the unit's MOU subject to the typical negotiations processes.

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

Date: 12/8/22

CITY OF YUBA CITY

Diana Langley
Diana Langley, City Manager

Date: 11-9-22

POLICE FIRST LEVEL MANAGERS

Timothy K. Talbot
Timothy K. Talbot
Rains Lucia Stern

Brian Thornton
Brian Thornton