

**Side Letter  
To  
Placer County Water Agency  
Memorandum of Understanding  
With Local 39 Stationary Engineers  
Representing Water Systems Employees  
2021 – 2025**

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**The following changes shall be made to Article 28, Uniforms:**

The section of Article 28 addressing the protective footwear stipend shall be designated as follows:

A. Protective Footwear Stipend

The following section shall be added to Article 28, Uniforms:

B. Uniform Allowance

The Agency provides uniforms and uniform maintenance for positions required to wear an Agency uniform while performing Agency work. The value of the purchase, rental, and/or maintenance of the uniform is considered a ready substitute for personal attire that the employee would otherwise need to acquire and maintain. The value of Agency-provided uniforms is special compensation (i.e., wages earned) for CalPERS Classic Members and shall be reported as such to CalPERS pursuant to Section 571, subsection (a)(5) in Title 2 of the California Code of Regulations. CalPERS Classic Members are defined as employees who were hired prior to January 1, 2013, or those hired on or after that date with prior CalPERS membership. Employees are required to pay the appropriate member contribution rate (i.e., 8%) to CalPERS for the Uniform Allowance via payroll deduction. Clothing and other items used solely for the employee's personal health and safety are excluded from the CalPERS special compensation reporting requirement.

Full-time CalPERS Classic Members in the following job classifications who are required to wear a uniform while on duty shall have the value of a Uniform Allowance reported to CalPERS as special compensation in an amount not to exceed \$1,014.00 annually or \$39 per pay period, based upon 26 pay periods:

<b>Classification or Position</b>
Canal Operations Supervisor
Canal Operator I/II
Field Maintenance Supervisor
Fleet Maintenance Supervisor
Lead Canal Operator
Lead Worker, Treated Water Maintenance
Maintenance Worker I/II
Mechanic
Senior Vegetation Management Specialist
Service Worker
Storekeeper, Auburn
Storekeeper, Foresthill
Vegetation Management Specialist I/II
Vegetation Management Supervisor

Full-time CalPERS Classic Members in the following job classifications who are required to wear a uniform while on duty shall have the value of a Uniform Allowance reported to CalPERS as special compensation in an amount not to exceed \$600.00 annually or \$23.00 per pay period, based upon 26 pay periods:

<b>Classification or Position</b>
Customer Services Supervisor (Water Efficiency)
Distribution Operator I/II
Distribution Supervisor
Electrician
Facilities Maintenance Coordinator
Lead Water Efficiency Specialist
Lead Water Treatment Plant Operator
Treatment Plant Operations Supervisor
Treatment Plant Operator
Treatment Plant Operator Trainee I/II
Water Efficiency Specialist I/II

Classification or Position
Water Quality Electrical Maintenance Supervisor
Water Quality Instrumentation Technician
Water Quality Maintenance Worker I/II
Water Quality Mechanic
Water Quality Mechanical Maintenance Supervisor
Water Quality Specialist
Water Quality Supervisor

The value of the Uniform Allowance as special compensation shall be reported retroactively to CalPERS for eligible Classic Members in an amount not to exceed \$260 annually or \$10.00 per pay period (based upon 26 pay periods) for the time period September 1, 2014 through August 31, 2021. The Agency shall pay both the employee and employer share of the CalPERS contribution for this retroactive special compensation.

The undersigned so agree:

_____ Michael A. Willihnganz Director of Administrative Services Placer County Water Agency	_____ Date	_____ Bart Florence Business Manager Stationary Engineers, Local 39	_____ Date
_____ Nicole Skarda Administrative Services Manager Placer County Water Agency	_____ Date	_____ Jeff Gladieux President Stationary Engineers, Local 39	_____ Date
		_____ Charlie Solt Director of Public Employees Stationary Engineers, Local 39	_____ Date
		_____ Stephen Hatch Business Representative Stationary Engineers, Local 39	_____ Date

Christine Bonnenfant Shop Steward Stationary Engineers, Local 39	Date
Cody Coleman Shop Steward Stationary Engineers, Local 39	Date
Joseph Reilly Shop Steward Stationary Engineers, Local 39	Date