

FOOTWEAR ALLOWANCE SIDE LETTER AGREEMENT

between

CITY OF YREKA  
and  
YREKA EMPLOYEES ASSOCIATION

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In accordance with Article 5.2 – Footwear Allowance of the current Memorandum of Understanding (MOU) between the City of Yreka and the Yreka Employees Association, the parties acknowledge that the policy regarding the footwear allowance has been updated.

The parties further acknowledge that there exists a need for new Public Works employees to use proper footwear when they are working in the field and/or performing the functions of a meter reader.

To address the health and safety need of new employees, the parties agree that:


- A. They have met to discuss this item.
- B. Although the language of the current MOU provides for a footwear allowance to be paid in January of each year, employees hired during the year will receive a footwear allowance of \$200 toward the purchase of work boots with their initial pay check.
- C. New employees who receive the initial footwear allowance shall still be entitled to the \$200 footwear allowance payable the second pay period in January. However, the initial footwear allowance of \$200 will only be forgiven for those employees, who do not resign and are not terminated for cause during their initial twelve (12) months of employment.
- D. The effective date of this agreement shall be January 1, 2017.
- E. Nothing in this side letter agreement shall have the effect of removing the rights, remedies, or defenses a party may have available to them under the MOU or other applicable Personnel policies of the City.

Signed for City:

  
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Steven Baker, City Manager

Date: 11/15/17

Signed for Association:

  
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Roy Hathaway, President

Date: 11-15-17