




DATE SUBMITTED 11/07/23
 SUBMITTED BY Kristen Smith
 DATE ACTION REQUIRED 11/15/23

COUNCIL ACTION
 PUBLIC HEARING REQUIRED
 RESOLUTION
 ORDINANCE 1ST READING
 ORDINANCE 2ND READING
 CITY CLERK'S INITIALS

**IMPERIAL CITY COUNCIL
 AGENDA ITEM**

SUBJECT:	DISCUSSION/ACTION:		
	1. Approve the proposed side letter agreement with Teamsters Local No. 542 to allow the City to pay for DMV Physical costs for employees required to maintain a Class A or Class B driver's license.		
	DEPARTMENT INVOLVED: Human Resources		
	BACKGROUND/SUMMARY: It is proposed that the City Council approve a side letter agreement with Teamsters Local No. 542 that would allow the City to pay the costs of DMV physicals for employees whose job requires a Class A or Class B license to perform their duties. Under the proposed agreement, the City would coordinate the DMV physical appointment with an occupational medicine physician of the City's choice and the cost of the exams would be invoiced to and paid by the City. This agreement would provide a cost-effective way to manage the City's offer to pay the costs of DMV physicals for employees who are required to maintain a Class B license. DMV Physicals are typically required once every two years. There are 32 employees who are currently required by their job description to maintain a class A or Class B drivers license.		
	FISCAL IMPACT: NOT TO EXCEED The fiscal impact for this request is approximately \$2,800 over a period of two years.	FINANCE INITIALS	
	STAFF RECOMMENDATION: Recommendation to approve the proposed side letter agreement with Teamsters Local No. 542.	DEPT. INITIALS	
	MANAGER'S RECOMMENDATION: Approve staff recommendation.	CITY MANAGER'S INITIALS	
	MOTION: SECONDED: APPROVED <input type="checkbox"/> REJECTED <input type="checkbox"/> AYES: DISAPPROVED <input type="checkbox"/> DEFERRED <input type="checkbox"/> NAYES: ABSENT: REFERRED TO:		

Side Letter Agreement

Date: November 7, 2023

Parties:

City of Imperial (the "City")

Teamsters Local No. 542 (the "Union")

Subject: Payment for DMV Physical Exams for Class A and Class B Licenses

In consideration of the mutual covenants and agreements contained herein, the parties agree as follows:

1. The City agrees to pay for the cost of DMV physical exams for the Class A or Class B license for those staff whose job classification requires such licenses be maintained in order to perform their job duties.
2. Employees will request a DMV physical appointment through the Human Resources Department.
3. The Human Resources Department will schedule an appointment for the employee to attend the DMV Physical with the City's occupational medicine provider.
4. The City will be invoiced directly by the occupational medicine provider for the cost of the appointment, at no cost to the employee.

This Side Letter Agreement will be presented to the Imperial City Council and shall be effective upon approval of the Imperial City Council on November 15, 2023 and shall remain in effect for the duration of the Collective Bargaining Agreement between the City of Imperial and Teamsters Local Union No. 542 ending June 30, 2026.

Signatures:

Dennis Morita, City Manager

Date

Flavio Grijalva, Teamsters Business Representative

Date

This Side Letter Agreement is an addendum to the Collective Bargaining Agreement between the City of Imperial and Teamsters Local Union No. 542 July 1, 2023 – June 30, 2026 and shall have the same force and effect as the Collective Bargaining Agreement.