

RESOLUTION 10-06-2025-A

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SONORA APPROVING SIDE LETTER AGREEMENTS TO THE MEMORANDA OF UNDERSTANDING WITH THE SONORA EMPLOYEES ASSOCIATION (SEA) AND THE SONORA POLICE OFFICERS ASSOCIATION (SPOA) TO CLARIFY REPORTABLE COMPENSATION FOR CALPERS' PURPOSES

WHEREAS, the City of Sonora (“City”) is committed to ensuring compliance with CalPERS regulations concerning compensation for its employees; and

WHEREAS, the City of Sonora is a contracting agency with the California Public Employees' Retirement System (CalPERS); and

WHEREAS, CalPERS initiated a service retirement review for the Fire Chief on April 9, 2025, which identified ambiguities in the Uniform Allowance, Longevity pay, Education pay, and Certification pay (“Special Compensation”) within the Memorandum of Understanding (“MOU”) with the Sonora Management Employees Association (“SMEA”); and

WHEREAS, the City initiated a review of all the Sonora Employees Associations and found that the FY 2021-2025 MOU language for the Sonora Employees Association (“SEA”) and FY 2021-2025 and FY 2024-2029 MOU language for the Sonora Police Officers Association (“SPOA”) did not adequately describe the compounding nature of the special compensation, resulting in a reduction of final compensation calculations; and

WHEREAS, the special compensation did not meet the California Code of Regulations requirements, leading to its exclusion from final compensation; and

WHEREAS, the City, in collaboration with CalPERS, SEA, and SPOA, has drafted a Letter of Agreement for each of the MOUs to clarify the provisions of the MOUs concerning special compensation pay; and

WHEREAS, formal adoption of this updated language is required to request a new final compensation review for the employee, and future employees under the clarified provisions; and

WHEREAS, these side letters do not introduce any new compensation or benefits, but memorialize existing practices in a manner consistent with CalPERS regulations (CCR §571 and §571.1);

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Sonora as follows:

1. The Letter of Agreement with the Sonora Employees Association is hereby approved and adopted.
2. The Letter of Agreement with the Sonora Police Officers Association is hereby approved and adopted.

PASSED AND ADOPTED by the City Council of the City of Sonora on this 6th day of October, 2025, by the following vote:

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

Ann Segerstrom, Mayor, City of Sonora

ATTEST: _____
Tracy Skelly, City Clerk, City of Sonora

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