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City of Yuba City
And
The Yuba City First Level Managers
One-Time Bilingual Pay Stipend
Side Letter of Agreement to the
2023-2027 FLM MOU

The City of Yuba City (City) and the Yuba City First Level Managers (FLM) met and conferred in good faith pursuant to the Meyers-Milias-Brown Act to provide a one-time bilingual pay stipend.

The City wants to pay employees who are bilingual for their skills and service to the community while maintaining compliance with CalPERS and the FLSA, in addition to updating the memorandum of understanding (MOU) for accuracy and clarity.

The City now pays bilingual pay as a percentage of base pay rather than a flat dollar amount see Section 1.4 Bilingual Pay. Due to the reduction in bilingual pay for some employees, the City will provide a one-time stipend for those employees taking a reduction in bilingual pay.

Current MOU Language:

1.4 Bilingual Pay

Effective November 18, 2023, employees in classifications identified in Appendix "D" Bilingual Classifications who are proficient in speaking a foreign language, as determined by the City, receive bilingual pay in the amount of one-point four percent (1.4%) of their base rate of pay.

New Non-MOU Language:

Due to the change in how bilingual pay is paid and the adverse impact on the employees with the lowest wages, Ernesto Hernandez will receive a one-time bilingual pay stipend in the amount of \$170.00 and Amarjit Kaur will receive a one-time bilingual pay stipend in the amount of \$80.

The above language revisions are the only amendments to the current MOU. This Side Letter Agreement does not change, modify, or otherwise alter any other terms or conditions of the current MOU between the City and the FLM.

For the City of Yuba City:

Date: Feb 8, 2024

Michael W. Jarvis
Michael W. Jarvis (Feb 8, 2024 11:48 PST)

Michael W. Jarvis
Chief Spokesperson

For FLM:

Date __/__/__

Time __:__

Date: Feb 13, 2024 _____

Josh Wolfe

Josh Wolfe (Feb 13, 2024 16:01 PST)

Joshua Wolfe
President