

CITY OF YUBA CITY  
STAFF REPORT

**Date:** March 17, 2020  
**To:** Honorable Mayor and Members of the City Council  
**From:** Human Resources Department  
**Presentation By:** Natalie Springer, Human Resources Director

---

**Summary**

**Subject:** Public Employees Union, Local 1 Side Letter

**Recommendation:** Adopt a Resolution approving a Side Letter with the Local 1 group regarding Parks Maintenance Worker I (a) classification

**Fiscal Impact:** No cost increase.

---

**Purpose:**

To create a Parks Maintenance Worker I (a) classification.

**Background:**

As part of the Local 1 Memorandum of Understanding dated July 1, 2019 to June 30, 2020, the Groundskeeper classification was eliminated and employees were reclassified to the Parks Maintenance Worker I classification. As a result of this, these reclassified employees are subject to the minimum qualifications of the Parks Maintenance Worker I including the ability to obtain a Class B license. There has been concern expressed that employees may be unable to obtain their Class B license for various reasons. In response to these concerns, the City has proposed creating a sub-classification, Parks Maintenance Worker I (a), that is a one-step classification, Step 1. The Parks Maintenance Worker I (a) is a classification solely limited for the reclassified employees (grandfathered employees) until they successfully complete their Class B license. If they do not obtain their Class B, then they shall remain in the Parks Maintenance Worker I (a) classification. Once these "grandfathered" employees obtain their Class B license, they shall be moved to the Parks Maintenance Worker I classification. Going forward, all newly hired Parks Maintenance Worker I employees shall be required to obtain their Class B within one (1) year from date of hire.

**Analysis:**

After the elimination of the Groundskeeper classification, the creation of the Parks Maintenance Worker I (a) classification will allow valued employees to remain in employment with the City and not create conflict within the Parks Maintenance Worker I classification that requires a Class B license within one (1) year of employment.

All other provisions of the current Memorandum of Understanding between the City and Local 1 shall remain unchanged.

**Fiscal Impact:**

No cost increase.

**Alternatives:**

Do not approve Local 1 Side Letter and provide staff direction.

**Recommendation:**

Adopt a Resolution approving a Side Letter with Local 1 regarding Parks Maintenance Worker I (a) classification.

Attachments:

- A. Local 1 Side Letter Resolution
- B. Local 1 Side Letter
- C. Salary Schedule

Prepared By:

*/s/ Natalie Springer*

Natalie Springer  
Human Resources Director

Submitted By:

*/s/ Diana Langley*

Diana Langley  
Acting City Manager

Reviewed By:

Finance

City Attorney

SM

SLC by email

# ATTACHMENT A

**RESOLUTION NO.**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY  
APPROVING THE PUBLIC EMPLOYEES' UNION, LOCAL 1 SIDE LETTER CREATING A  
NEW JOB CLASSIFICATION, PARKS MAINTENANCE WORKER I (A)**

WHEREAS, City staff and Local 1 have negotiated a Side Letter;

WHEREAS, Local 1 has agreed to create a new job classification;

WHEREAS, the new job classification, Parks Maintenance Worker I (a), does not require a Class B license;

WHEREAS, only "grandfathered" employees shall be in the Parks Maintenance Worker I (a) classification;

WHEREAS, all other provisions of the current Memorandum of Understanding between the City and Local 1 shall remain unchanged.

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

Approve the attached Local 1 Side Letter.

The Director of Finance is hereby authorized to make the necessary budget adjustments to implement the provisions of this resolution.

The foregoing Resolution of the City Council of the City of Yuba City was duly introduced, passed and adopted at a regular meeting thereof held on the 17<sup>th</sup> day of March 2020.

AYES:

NOES:

ABSENT:

ATTEST:

\_\_\_\_\_  
Patricia Buckland, City Clerk

\_\_\_\_\_  
Shon Harris, Mayor

Approved as to form

\_\_\_\_\_  
Stacey Sheston  
BB&K, Special Counsel

# ATTACHMENT B

**SIDE LETTER TO THE  
MEMORANDUM OF UNDERSTANDING**

**Between**

**The City of Yuba City**

**And**

**PUBLIC EMPLOYEES UNION, LOCAL #1**

**July 1, 2019 through June 30, 2020**

The purpose of this side letter is to amend the salary schedule and Local 1 Memorandum of Understanding (MOU) dated July 1, 2019 to June 30, 2020 pertaining to Section IV, Wages, 2, b: the Groundskeeper classification was eliminated and all current incumbents (three (3) employees) were reclassified to the Park Maintenance Worker I (PMW I) classification. It should be noted that there was one (1) Groundskeeper who was promoted to the Park Maintenance Worker I classification through the recruitment process in June 2019.

Both parties have agreed to the below language:

## **1. SECTION IV – WAGES, Classification Adjustments**

Effective the first full pay period following July 1, 2019, the City eliminated the Groundskeeper classification and re-classified all current incumbent Groundskeepers to the Park Maintenance Worker I classification. Employees who were affected by the Groundskeeper classification elimination (as well as the Groundskeeper who was promoted in June) who do not obtain their Class B license shall be moved to the Parks Maintenance Worker I (a) classification. The Parks Maintenance Worker I (a) is a newly created sub-classification of the Parks Maintenance Worker I. The Parks Maintenance Worker I (a) classification shall only have one-step, Step 1. Only employees “grandfathered” in by this side letter shall not be required to obtain their Class B license. The Parks Maintenance Worker I (a) and Parks Maintenance Worker I shall have the same Step 1. If the “grandfathered” employees obtain their Class B license, they shall be moved to the Parks Maintenance Worker I classification.

For those “grandfathered” employees who completed their initial probationary period, the probationary period shall begin six (6) months from the date of the reclassification, not from the date the retro payments were made. There is one employee who is still in their original probationary period of twenty-six (26) pay periods; this employee shall remain on probation until he has successfully completed his original twenty-six (26) pay period probationary period.

## **2. Remainder of Contract Not Affected.**

All other provisions of the current Memorandum of Understanding between the City and the Public Employees’ Union, Local #1 shall remain unchanged.

\*\*\*SIGNATURES CONTINUED ON NEXT PAGE\*\*\*

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**CITY OF YUBA CITY**

**LOCAL #1**

\_\_\_\_\_  
Diana Langley, Acting City Manager

\_\_\_\_\_  
Ron Slaven

\_\_\_\_\_  
Natalie Springer, Director of Human Resources

\_\_\_\_\_  
Dave Calonder

\_\_\_\_\_  
Laci Heggstrom



# ATTACHMENT C

**CITY OF YUBA CITY  
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN  
EFFECTIVE MARCH 17, 2020**

**Public Employees Union, Local #1 - EMPLOYEES HIRED PRIOR TO JUNE 9, 2018**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS								
			1	2	3	4	5	6	7	8	9
4101	ACCOUNTANT I	PEU, Local 1	4,433	4,655	4,888	5,132	5,389		Monthly		
			25.58	26.86	28.20	29.61	31.09		Hourly		
4052	ACCOUNT CLERK	PEU, Local 1	2,869	3,012	3,163	3,321	3,487		Monthly		
			16.55	17.38	18.25	19.16	20.12		Hourly		
4100	ACCOUNT CLERK-INTERMEDIATE	PEU, Local 1	3,308	3,473	3,647	3,829	4,021		Monthly		
			19.08	20.04	21.04	22.09	23.20		Hourly		
4162	ACCOUNT CLERK-SENIOR	PEU, Local 1	3,807	3,997	4,197	4,407	4,628		Monthly		
			21.96	23.06	24.21	25.43	26.70		Hourly		
4015	ACCOUNTING TECHNICIAN	PEU, Local 1	3,857	4,050	4,252	4,465	4,688		Monthly		
			22.25	23.37	24.53	25.76	27.05		Hourly		
4244	ADMINISTRATIVE ANALYST I	PEU, Local 1	4,169	4,377	4,596	4,826	5,067		Monthly		
			24.05	25.25	26.52	27.84	29.23		Hourly		
4020	ADMINISTRATIVE ASSISTANT	PEU, Local 1	3,676	3,860	4,053	4,256	4,469		Monthly		
			21.21	22.27	23.38	24.55	25.78		Hourly		
4040	ADMINISTRATIVE CLERK I	PEU, Local 1	2,445	2,567	2,695	2,830	2,971		Monthly		
			14.11	14.81	15.55	16.33	17.14		Hourly		
4060	ADMINISTRATIVE CLERK II	PEU, Local 1	2,690	2,824	2,965	3,113	3,269		Monthly		
			15.52	16.29	17.11	17.96	18.86		Hourly		
4085	ADMINISTRATIVE CLERK III	PEU, Local 1	3,095	3,250	3,413	3,584	3,763		Monthly		
			17.86	18.75	19.69	20.68	21.71		Hourly		
4025	ADMINISTRATIVE TECHNICIAN	PEU, Local 1	3,381	3,550	3,727	3,913	4,109		Monthly		
			19.51	20.48	21.50	22.58	23.70		Hourly		

4090	ANIMAL SERVICES OFFICER I	PEU, Local 1	2,901	3,046	3,198	3,358	3,526	Monthly
			16.74	17.57	18.45	19.37	20.34	Hourly
4095	ANIMAL SERVICES OFFICER II	PEU, Local 1	3,180	3,339	3,506	3,681	3,865	Monthly
			18.35	19.26	20.23	21.24	22.30	Hourly
4155	ARBORIST, SENIOR	PEU, Local 1	3,692	3,877	4,071	4,275	4,489	Monthly
			21.30	22.37	23.49	24.66	25.90	Hourly
4270	BUILDING INSPECTOR I	PEU, Local 1	4,114	4,320	4,536	4,763	5,001	Monthly
			23.73	24.92	26.17	27.48	28.85	Hourly
4292	BUILDING INSPECTOR II	PEU, Local 1	4,527	4,753	4,991	5,241	5,503	Monthly
			26.12	27.42	28.79	30.24	31.75	Hourly
4062	BUILDING MAINTENANCE WORKER I	PEU, Local 1	3,274	3,438	3,610	3,791	3,981	Monthly
			18.89	19.83	20.83	21.87	22.97	Hourly
4121	BUILDING MAINTENANCE WORKER II	PEU, Local 1	3,581	3,760	3,948	4,145	4,352	Monthly
			20.66	21.69	22.78	23.91	25.11	Hourly
4285	CODE ENFORCEMENT OFFICER	PEU, Local 1	4,424	4,645	4,877	5,121	5,377	Monthly
			25.52	26.80	28.14	29.54	31.02	Hourly
4115	COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	3,422	3,593	3,773	3,962	4,161	Monthly
			19.74	20.73	21.77	22.86	24.00	Hourly
4144	COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	3,764	3,952	4,150	4,358	4,576	Monthly
			21.72	22.80	23.94	25.14	26.40	Hourly
4243	CONSTRUCTION INSPECTOR	PEU, Local 1	4,271	4,485	4,709	4,944	5,191	Monthly
			24.64	25.88	27.17	28.52	29.95	Hourly
4050	CUSTODIAN I	PEU, Local 1	2,578	2,707	2,842	2,984	3,133	Monthly
			14.87	15.62	16.40	17.22	18.08	Hourly
4082	CUSTODIAN II	PEU, Local 1	2,970	3,119	3,275	3,439	3,611	Monthly
			17.13	17.99	18.89	19.84	20.83	Hourly
4030	CUSTOMER SERVICES REP I	PEU, Local 1	2,810	2,950	3,098	3,253	3,416	Monthly
			16.21	17.02	17.87	18.77	19.71	Hourly

4070	CUSTOMER SERVICES REP II	PEU, Local 1	3,079	3,233	3,395	3,565	3,743	Monthly
			17.76	18.65	19.59	20.57	21.60	Hourly
4161	CUSTOMER SERVICES REP.-SENIOR	PEU, Local 1	3,528	3,704	3,889	4,083	4,287	Monthly
			20.35	21.37	22.44	23.56	24.73	Hourly
4170	ELECTRICAL TECHNICIAN I	PEU, Local 1	4,605	4,835	5,077	5,331	5,598	Monthly
			26.57	27.89	29.29	30.76	32.29	Hourly
4265	ELECTRICAL TECHNICIAN II	PEU, Local 1	5,296	5,561	5,839	6,131	6,437	Monthly
			30.55	32.08	33.69	35.37	37.14	Hourly
4280	ELECTRICAL TECHNICIAN III	PEU, Local 1	6,090	6,394	6,714	7,050	7,403	Monthly
			35.13	36.89	38.73	40.67	42.71	Hourly
4300	ENGINEER - ASSISTANT CIVIL	PEU, Local 1	5,427	5,698	5,983	6,282	6,596	Monthly
			31.31	32.87	34.52	36.24	38.06	Hourly
4215	ENGINEERING TECHNICIAN I	PEU, Local 1	3,674	3,858	4,051	4,254	4,467	Monthly
			21.20	22.26	23.37	24.54	25.77	Hourly
4250	ENGINEERING TECHNICIAN II	PEU, Local 1	3,972	4,171	4,380	4,599	4,829	Monthly
			22.92	24.06	25.27	26.53	27.86	Hourly
4295	ENGINEERING TECHNICIAN III	PEU, Local 1	4,575	4,804	5,044	5,296	5,561	Monthly
			26.39	27.72	29.10	30.55	32.08	Hourly
4160	ENGINEERING TECHNICIAN GIS	PEU, Local 1	3,972	4,171	4,380	4,599	4,829	Monthly
			22.92	24.06	25.27	26.53	27.86	Hourly
4031	FACILITY AIDE	PEU, Local 1	2,450	2,573	2,702	2,837	2,978	Monthly
			14.13	14.84	15.59	16.37	17.18	Hourly
4036	FIELD CUSTOMER SERVICE REP I	PEU, Local 1	2,861	3,004	3,154	3,312	3,477	Monthly
			16.51	17.33	18.20	19.11	20.06	Hourly
4083	FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,133	3,290	3,455	3,628	3,810	Monthly
			18.08	18.98	19.93	20.93	21.98	Hourly

4028	HOUSING PROGRAMS ANALYST I	PEU, Local 1	4,290	4,505	4,730	4,966	5,214	Monthly
			24.75	25.99	27.29	28.65	30.08	Hourly
4246	INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	4,444	4,666	4,899	5,144	5,401	Monthly
			25.64	26.92	28.26	29.68	31.16	Hourly
4260	INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	4,889	5,133	5,390	5,659	5,942	Monthly
			28.21	29.61	31.10	32.65	34.28	Hourly
4281	INSTRUMENTATION TECHNICIAN I	PEU, Local 1	4,605	4,835	5,077	5,331	5,598	Monthly
			26.57	27.89	29.29	30.76	32.29	Hourly
4282	INSTRUMENTATION TECHNICIAN II	PEU, Local 1	5,296	5,561	5,839	6,131	6,437	Monthly
			30.55	32.08	33.69	35.37	37.14	Hourly
4283	INSTRUMENTATION TECHNICIAN III	PEU, Local 1	6,090	6,395	6,715	7,051	7,402	Monthly
			35.13	36.89	38.74	40.68	42.70	Hourly
4110	KENNEL ATTENDANT I	PEU, Local 1	2,320	2,436	2,558	2,686	2,820	Monthly
			13.38	14.05	14.76	15.50	16.27	Hourly
4111	KENNEL ATTENDANT II	PEU, Local 1	2,578	2,707	2,842	2,984	3,133	Monthly
			14.87	15.62	16.40	17.22	18.08	Hourly
4112	KENNEL CARE TECHNICIAN - LEAD	PEU, Local 1	2,970	3,119	3,275	3,439	3,611	Monthly
			17.13	17.99	18.89	19.84	20.83	Hourly
4045	LABORATORY RECEPTIONIST	PEU, Local 1	2,445	2,567	2,695	2,830	2,971	Monthly
			14.11	14.81	15.55	16.33	17.14	Hourly
4530	LABORATORY ANALYST I	PEU, Local 1	4,162	4,370	4,588	4,817	5,058	Monthly
			24.01	25.21	26.47	27.79	29.18	Hourly
4581	LABORATORY ANALYST II	PEU, Local 1	4,578	4,807	5,047	5,299	5,564	Monthly
			26.41	27.73	29.12	30.57	32.10	Hourly
4064	LABORATORY ASSISTANT	PEU, Local 1	3,468	3,641	3,823	4,014	4,215	Monthly
			20.01	21.01	22.06	23.16	24.32	Hourly
4220	MECHANIC	PEU, Local 1	4,127	4,333	4,550	4,778	5,017	Monthly
			23.81	25.00	26.25	27.57	28.94	Hourly

4225	MECHANIC-LEAD	PEU, Local 1	4,749	4,986	5,235	5,497	5,772	Monthly
			27.40	28.77	30.20	31.71	33.30	Hourly
4065	PARK MAINTENANCE WORKER I (a)	PEU, Local 1	2,930	-	-	-	-	Monthly
			16.90	-	-	-	-	Hourly
4063	PARK MAINTENANCE WORKER I	PEU, Local 1	2,930	3,076	3,230	3,391	3,561	Monthly
			16.90	17.75	18.63	19.56	20.54	Hourly
4122	PARK MAINTENANCE WORKER II	PEU, Local 1	3,211	3,372	3,541	3,718	3,904	Monthly
			18.53	19.45	20.43	21.45	22.52	Hourly
4200	PARK MAINTENANCE WORKER III	PEU, Local 1	3,692	3,877	4,071	4,275	4,489	Monthly
			21.30	22.37	23.49	24.66	25.90	Hourly
4245	PLANNER-ASSISTANT	PEU, Local 1	4,504	4,729	4,965	5,213	5,473	Monthly
			25.98	27.28	28.64	30.08	31.58	Hourly
4255	PLANS EXAMINER	PEU, Local 1	4,527	4,753	4,991	5,241	5,503	Monthly
			26.12	27.42	28.79	30.24	31.75	Hourly
4140	PLANT MAINTENANCE MECHANIC	PEU, Local 1	4,560	4,788	5,027	5,278	5,542	Monthly
			26.31	27.62	29.00	30.45	31.97	Hourly
4221	PLANT MAINTENANCE MECHANIC -SENIOR	PEU, Local 1	5,243	5,505	5,780	6,069	6,373	Monthly
			30.25	31.76	33.35	35.01	36.77	Hourly
4320	PRETREATMENT COORDINATOR	PEU, Local 1	5,021	5,272	5,536	5,813	6,104	Monthly
			28.97	30.42	31.94	33.54	35.21	Hourly
4061	PUBLIC WORKS MAINTENANCE WORKER I	PEU, Local 1	2,930	3,076	3,230	3,391	3,561	Monthly
			16.90	17.75	18.63	19.56	20.54	Hourly
4120	PUBLIC WORKS MAINTENANCE WORKER II	PEU, Local 1	3,211	3,372	3,541	3,718	3,904	Monthly
			18.53	19.45	20.43	21.45	22.52	Hourly
4150	PUBLIC WORKS MAINTENANCE WORKER III	PEU, Local 1	3,705	3,890	4,085	4,289	4,503	Monthly
			21.38	22.44	23.57	24.74	25.98	Hourly
4185	PW MAINTENANCE WORKER - SENIOR	PEU, Local 1	4,254	4,467	4,690	4,925	5,171	Monthly
			24.54	25.77	27.06	28.41	29.84	Hourly

4080	RECREATION COORDINATOR	PEU, Local 1	2,728 15.74	2,864 16.52	3,007 17.35	3,157 18.21	3,315 19.13	Monthly Hourly
4117	REGISTERED VETERINARY TECH	PEU, Local 1	2,999 17.30	3,149 18.17	3,306 19.07	3,471 20.03	3,644 21.03	Monthly Hourly
4135	SWEEPER OPERATOR	PEU, Local 1	3,697 21.33	3,882 22.40	4,076 23.52	4,280 24.69	4,494 25.93	Monthly Hourly
4058	UTILITIES TREATMENT PLANT MAINTENANCE WORKER I	PEU, Local 1	2,930 16.90	3,076 17.75	3,230 18.63	3,391 19.56	3,561 20.54	Monthly Hourly
4118	UTILITIES TREATMENT PLANT MAINTENANCE WORKER II	PEU, Local 1	3,211 18.53	3,372 19.45	3,541 20.43	3,718 21.45	3,904 22.52	Monthly Hourly
4236	WASTEWATER COLLECTIONS MAINTENANCE WORKER I	PEU, Local 1	2,930 16.90	3,076 17.75	3,230 18.63	3,391 19.56	3,561 20.54	Monthly Hourly
4237	WASTEWATER COLLECTIONS MAINTENANCE WORKER II	PEU, Local 1	3,211 18.53	3,372 19.45	3,541 20.43	3,718 21.45	3,904 22.52	Monthly Hourly
4238	WASTEWATER COLLECTIONS MAINTENANCE WORKER III	PEU, Local 1	3,705 21.38	3,890 22.44	4,085 23.57	4,289 24.74	4,503 25.98	Monthly Hourly
4166	WASTEWATER TREATMENT FACILITY OP. TRAINEE/I	PEU, Local 1	4,572 26.38	4,801 27.70	5,041 29.08	5,293 30.54	5,558 32.07	Monthly Hourly
4235	WASTEWATER TREATMENT FACILITY OP. II	PEU, Local 1	5,258 30.33	5,521 31.85	5,797 33.44	6,087 35.12	6,391 36.87	Monthly Hourly
4293	WASTEWATER TREATMENT FACILITY OP. III	PEU, Local 1	6,048 34.89	6,350 36.63	6,667 38.46	7,000 40.38	7,350 42.40	Monthly Hourly
4284	WATER DISTRIBUTION OPERATOR I	PEU, Local 1	3,516 20.28	3,692 21.30	3,877 22.37	4,071 23.49	4,275 24.66	Monthly Hourly
4286	WATER DISTRIBUTION OPERATOR II	PEU, Local 1	4,045 23.34	4,247 24.50	4,459 25.73	4,682 27.01	4,916 28.36	Monthly Hourly
4287	WATER DISTRIBUTION OPERATOR III	PEU, Local 1	4,652 26.84	4,885 28.18	5,129 29.59	5,385 31.07	5,654 32.62	Monthly Hourly

3/4/2020 3:14 PM

4131	WATER TREATMENT PLANT OPER. TRAINEE	PEU, Local 1	3,976	4,175	4,384	4,603	4,833	Monthly
			22.94	24.09	25.29	26.56	27.88	Hourly
4180	WATER TREATMENT PLANT OPERATOR II	PEU, Local 1	4,572	4,801	5,041	5,293	5,558	Monthly
			26.38	27.70	29.08	30.54	32.07	Hourly
4230	WATER TREATMENT PLANT OPERATOR III	PEU, Local 1	5,258	5,521	5,797	6,087	6,391	Monthly
			30.33	31.85	33.44	35.12	36.87	Hourly
4291	WATER TREATMENT PLANT OPERATOR IV	PEU, Local 1	6,048	6,350	6,667	7,000	7,350	Monthly
			34.89	36.63	38.46	40.38	42.40	Hourly



**Pensionable Compensation for New Members (PEPRA)**

A shift differential of 5% of base pay shall be paid to those operators who are assigned to work from 7:00pm to 7:00am. Operators who utilize vacation, sick leave, CTO or any other paid leave time, shall not be paid shift differential while on such leave.

**Certification Pay:**

Employees whose job functions include pesticide application are eligible for certificate pay of \$50.00 per month for possession of a Pesticide Application certification. Employees whose job functions include pool operations are eligible for certificate pay of \$50.00 per month for possession of Pool Operations certification.

Maintenance workers in the Water Distribution Division that do not meet minimum qualifications for the Water Distribution Operator classification, shall remain in the maintenance worker classification and continue to receive certification pay as follows:

D-1: \$50 per month

D-2: 2.5% of salary per month

D-3: 2.5% of salary per month

D-4: 2.5% of salary per month

Total amount of certification pay cannot exceed 10% of the employees' salary (including bilingual pay)

Non-Water Employees possessing a D-1, D-2 or D-3 certificate will receive an additional \$50, non cumulative (cap)

Local 1 employees who are certified as bilingual will receive a bilingual pay incentive of \$100.00 per month:

**EMPLOYEE BARGAINING GROUPS**

CON - Confidential

PUE, Local #1 - General Employees

DH - Department Head

MM - Middle Manager

FM - Fire Management

FLM - 1st Level Manager

PD - Police Department

FIRE - Fire Department

PS - Police Sergeant

**CITY OF YUBA CITY  
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN  
EFFECTIVE MARCH 17, 2020**

**Public Employees Union, Local #1 - EMPLOYEES HIRED ON OR AFTER JUNE 9, 2018**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5101	ACCOUNTANT I	PEU, Local 1	4,433	4,544	4,655	4,772	4,888	5,010	5,132	5,260	5,389	Monthly
			25.58	26.22	26.86	27.53	28.20	28.90	29.61	30.35	31.09	Hourly
5052	ACCOUNT CLERK	PEU, Local 1	2,869	2,941	3,012	3,088	3,163	3,242	3,321	3,404	3,487	Monthly
			16.55	16.97	17.38	17.82	18.25	18.70	19.16	19.64	20.12	Hourly
5100	ACCOUNT CLERK-INTERMEDIATE	PEU, Local 1	3,308	3,391	3,473	3,560	3,647	3,738	3,829	3,925	4,021	Monthly
			19.08	19.56	20.04	20.54	21.04	21.57	22.09	22.64	23.20	Hourly
5162	ACCOUNT CLERK-SENIOR	PEU, Local 1	3,807	3,902	3,997	4,097	4,197	4,302	4,407	4,517	4,628	Monthly
			21.96	22.51	23.06	23.64	24.21	24.82	25.43	26.06	26.70	Hourly
5015	ACCOUNTING TECHNICIAN	PEU, Local 1	3,857	3,954	4,050	4,151	4,252	4,359	4,465	4,576	4,688	Monthly
			22.25	22.81	23.37	23.95	24.53	25.15	25.76	26.40	27.05	Hourly
5244	ADMINISTRATIVE ANALYST I	PEU, Local 1	4,169	4,273	4,377	4,487	4,596	4,711	4,826	4,947	5,067	Monthly
			24.05	24.65	25.25	25.89	26.52	27.18	27.84	28.54	29.23	Hourly
5020	ADMINISTRATIVE ASSISTANT	PEU, Local 1	3,676	3,768	3,860	3,957	4,053	4,155	4,256	4,362	4,469	Monthly
			21.21	21.74	22.27	22.83	23.38	23.97	24.55	25.17	25.78	Hourly
5040	ADMINISTRATIVE CLERK I	PEU, Local 1	2,445	2,506	2,567	2,631	2,695	2,763	2,830	2,901	2,971	Monthly
			14.11	14.46	14.81	15.18	15.55	15.94	16.33	16.74	17.14	Hourly
5060	ADMINISTRATIVE CLERK II	PEU, Local 1	2,690	2,757	2,824	2,895	2,965	3,039	3,113	3,191	3,269	Monthly
			15.52	15.91	16.29	16.70	17.11	17.53	17.96	18.41	18.86	Hourly
5085	ADMINISTRATIVE CLERK III	PEU, Local 1	3,095	3,173	3,250	3,332	3,413	3,499	3,584	3,673	3,763	Monthly
			17.86	18.31	18.75	19.22	19.69	20.19	20.68	21.19	21.71	Hourly
5025	ADMINISTRATIVE TECHNICIAN	PEU, Local 1	3,381	3,466	3,550	3,639	3,727	3,820	3,913	4,011	4,109	Monthly
			19.51	20.00	20.48	20.99	21.50	22.04	22.58	23.14	23.70	Hourly
5090	ANIMAL SERVICES OFFICER I	PEU, Local 1	2,901	2,974	3,046	3,122	3,198	3,278	3,358	3,442	3,526	Monthly
			16.74	17.16	17.57	18.01	18.45	18.91	19.37	19.86	20.34	Hourly
5095	ANIMAL SERVICES OFFICER II	PEU, Local 1	3,180	3,260	3,339	3,423	3,506	3,594	3,681	3,773	3,865	Monthly
			18.35	18.81	19.26	19.75	20.23	20.73	21.24	21.77	22.30	Hourly

5155	ARBORIST, SENIOR	PEU, Local 1	3,692	3,785	3,877	3,974	4,071	4,173	4,275	4,382	4,489	Monthly
			21.30	21.84	22.37	22.93	23.49	24.08	24.66	25.28	25.90	Hourly
5270	BUILDING INSPECTOR I	PEU, Local 1	4,114	4,217	4,320	4,428	4,536	4,650	4,763	4,882	5,001	Monthly
			23.73	24.33	24.92	25.55	26.17	26.83	27.48	28.17	28.85	Hourly
5292	BUILDING INSPECTOR II	PEU, Local 1	4,527	4,640	4,753	4,872	4,991	5,116	5,241	5,372	5,503	Monthly
			26.12	26.77	27.42	28.11	28.79	29.52	30.24	30.99	31.75	Hourly
5062	BUILDING MAINTENANCE WORKER I	PEU, Local 1	3,274	3,356	3,438	3,524	3,610	3,701	3,791	3,886	3,981	Monthly
			18.89	19.36	19.83	20.33	20.83	21.35	21.87	22.42	22.97	Hourly
5121	BUILDING MAINTENANCE WORKER II	PEU, Local 1	3,581	3,671	3,760	3,854	3,948	4,047	4,145	4,249	4,352	Monthly
			20.66	21.18	21.69	22.23	22.78	23.35	23.91	24.51	25.11	Hourly
5285	CODE ENFORCEMENT OFFICER	PEU, Local 1	4,424	4,535	4,645	4,761	4,877	4,999	5,121	5,249	5,377	Monthly
			25.52	26.16	26.80	27.47	28.14	28.84	29.54	30.28	31.02	Hourly
5115	COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	3,422	3,508	3,593	3,683	3,773	3,868	3,962	4,061	4,161	Monthly
			19.74	20.24	20.73	21.25	21.77	22.32	22.86	23.43	24.00	Hourly
5144	COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	3,764	3,858	3,952	4,051	4,150	4,254	4,358	4,467	4,576	Monthly
			21.72	22.26	22.80	23.37	23.94	24.54	25.14	25.77	26.40	Hourly
5243	CONSTRUCTION INSPECTOR	PEU, Local 1	4,271	4,378	4,485	4,597	4,709	4,827	4,944	5,067	5,191	Monthly
			24.64	25.26	25.88	26.52	27.17	27.85	28.52	29.23	29.95	Hourly
5050	CUSTODIAN I	PEU, Local 1	2,578	2,643	2,707	2,775	2,842	2,913	2,984	3,059	3,133	Monthly
			14.87	15.25	15.62	16.01	16.40	16.81	17.22	17.65	18.08	Hourly
5082	CUSTODIAN II	PEU, Local 1	2,970	3,045	3,119	3,197	3,275	3,357	3,439	3,525	3,611	Monthly
			17.13	17.57	17.99	18.44	18.89	19.37	19.84	20.34	20.83	Hourly
5030	CUSTOMER SERVICES REP I	PEU, Local 1	2,810	2,880	2,950	3,024	3,098	3,176	3,253	3,334	3,416	Monthly
			16.21	16.62	17.02	17.45	17.87	18.32	18.77	19.23	19.71	Hourly
5070	CUSTOMER SERVICES REP II	PEU, Local 1	3,079	3,156	3,233	3,314	3,395	3,480	3,565	3,654	3,743	Monthly
			17.76	18.21	18.65	19.12	19.59	20.08	20.57	21.08	21.60	Hourly
5161	CUSTOMER SERVICES REP.-SENIOR	PEU, Local 1	3,528	3,616	3,704	3,797	3,889	3,986	4,083	4,185	4,287	Monthly
			20.35	20.86	21.37	21.91	22.44	23.00	23.56	24.14	24.73	Hourly
5170	ELECTRICAL TECHNICIAN I	PEU, Local 1	4,605	4,720	4,835	4,956	5,077	5,204	5,331	5,464	5,598	Monthly
			26.57	27.23	27.89	28.59	29.29	30.02	30.76	31.52	32.29	Hourly
5265	ELECTRICAL TECHNICIAN II	PEU, Local 1	5,296	5,429	5,561	5,700	5,839	5,985	6,131	6,284	6,437	Monthly
			30.55	31.32	32.08	32.88	33.69	34.53	35.37	36.25	37.14	Hourly
5280	ELECTRICAL TECHNICIAN III	PEU, Local 1	6,090	6,242	6,394	6,554	6,714	6,882	7,050	7,226	7,403	Monthly
			35.13	36.01	36.89	37.81	38.73	39.70	40.67	41.69	42.71	Hourly

5300	ENGINEER - ASSISTANT CIVIL	PEU, Local 1	5,427	5,563	5,698	5,841	5,983	6,133	6,282	6,439	6,596	Monthly
			31.31	32.09	32.87	33.70	34.52	35.38	36.24	37.15	38.06	Hourly
5215	ENGINEERING TECHNICIAN I	PEU, Local 1	3,674	3,766	3,858	3,955	4,051	4,153	4,254	4,360	4,467	Monthly
			21.20	21.73	22.26	22.82	23.37	23.96	24.54	25.15	25.77	Hourly
5250	ENGINEERING TECHNICIAN II	PEU, Local 1	3,972	4,072	4,171	4,276	4,380	4,490	4,599	4,714	4,829	Monthly
			22.92	23.49	24.06	24.67	25.27	25.90	26.53	27.20	27.86	Hourly
5295	ENGINEERING TECHNICIAN III	PEU, Local 1	4,575	4,690	4,804	4,924	5,044	5,170	5,296	5,429	5,561	Monthly
			26.39	27.06	27.72	28.41	29.10	29.83	30.55	31.32	32.08	Hourly
5160	ENGINEERING TECHNICIAN GIS	PEU, Local 1	3,972	4,072	4,171	4,276	4,380	4,490	4,599	4,714	4,829	Monthly
			22.92	23.49	24.06	24.67	25.27	25.90	26.53	27.20	27.86	Hourly
5031	FACILITY AIDE	PEU, Local 1	2,450	2,512	2,573	2,638	2,702	2,770	2,837	2,908	2,978	Monthly
			14.13	14.49	14.84	15.22	15.59	15.98	16.37	16.78	17.18	Hourly
5036	FIELD CUSTOMER SERVICE REP I	PEU, Local 1	2,861	2,933	3,004	3,079	3,154	3,233	3,312	3,395	3,477	Monthly
			16.51	16.92	17.33	17.76	18.20	18.65	19.11	19.59	20.06	Hourly
5083	FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,133	3,212	3,290	3,373	3,455	3,542	3,628	3,719	3,810	Monthly
			18.08	18.53	18.98	19.46	19.93	20.43	20.93	21.46	21.98	Hourly
5028	HOUSING PROGRAMS ANALYST I	PEU, Local 1	4,290	4,398	4,505	4,618	4,730	4,848	4,966	5,090	5,214	Monthly
			24.75	25.37	25.99	26.64	27.29	27.97	28.65	29.37	30.08	Hourly
5246	INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	4,444	4,555	4,666	4,783	4,899	5,022	5,144	5,272	5,401	Monthly
			25.64	26.28	26.92	27.59	28.26	28.97	29.68	30.42	31.16	Hourly
5260	INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	4,889	5,011	5,133	5,262	5,390	5,525	5,659	5,800	5,942	Monthly
			28.21	28.91	29.61	30.36	31.10	31.88	32.65	33.46	34.28	Hourly
5281	INSTRUMENTATION TECHNICIAN I	PEU, Local 1	4,605	4,720	4,835	4,956	5,077	5,204	5,331	5,464	5,598	Monthly
			26.57	27.23	27.89	28.59	29.29	30.02	30.76	31.52	32.29	Hourly
5282	INSTRUMENTATION TECHNICIAN II	PEU, Local 1	5,296	5,429	5,561	5,700	5,839	5,985	6,131	6,284	6,437	Monthly
			30.55	31.32	32.08	32.88	33.69	34.53	35.37	36.25	37.14	Hourly
5283	INSTRUMENTATION TECHNICIAN III	PEU, Local 1	6,090	6,243	6,395	6,555	6,715	6,883	7,051	7,227	7,402	Monthly
			35.13	36.02	36.89	37.82	38.74	39.71	40.68	41.69	42.70	Hourly
5110	KENNEL ATTENDANT I	PEU, Local 1	2,320	2,378	2,436	2,497	2,558	2,622	2,686	2,753	2,820	Monthly
			13.38	13.72	14.05	14.41	14.76	15.13	15.50	15.88	16.27	Hourly
5111	KENNEL ATTENDANT II	PEU, Local 1	2,578	2,643	2,707	2,775	2,842	2,913	2,984	3,059	3,133	Monthly
			14.87	15.25	15.62	16.01	16.40	16.81	17.22	17.65	18.08	Hourly

5112	KENNEL CARE TECHNICIAN - LEAD	PEU, Local 1	2,970	3,045	3,119	3,197	3,275	3,357	3,439	3,525	3,611	Monthly
			17.13	17.57	17.99	18.44	18.89	19.37	19.84	20.34	20.83	Hourly
5045	LABORATORY RECEPTIONIST	PEU, Local 1	2,445	2,506	2,567	2,631	2,695	2,763	2,830	2,901	2,971	Monthly
			14.11	14.46	14.81	15.18	15.55	15.94	16.33	16.74	17.14	Hourly
5530	LABORATORY ANALYST I	PEU, Local 1	4,162	4,266	4,370	4,479	4,588	4,703	4,817	4,938	5,058	Monthly
			24.01	24.61	25.21	25.84	26.47	27.13	27.79	28.49	29.18	Hourly
5581	LABORATORY ANALYST II	PEU, Local 1	4,578	4,693	4,807	4,927	5,047	5,173	5,299	5,432	5,564	Monthly
			26.41	27.08	27.73	28.43	29.12	29.84	30.57	31.34	32.10	Hourly
5064	LABORATORY ASSISTANT	PEU, Local 1	3,468	3,555	3,641	3,732	3,823	3,919	4,014	4,114	4,215	Monthly
			20.01	20.51	21.01	21.53	22.06	22.61	23.16	23.73	24.32	Hourly
5220	MECHANIC	PEU, Local 1	4,127	4,230	4,333	4,442	4,550	4,664	4,778	4,897	5,017	Monthly
			23.81	24.40	25.00	25.63	26.25	26.91	27.57	28.25	28.94	Hourly
5225	MECHANIC-LEAD	PEU, Local 1	4,749	4,868	4,986	5,111	5,235	5,366	5,497	5,635	5,772	Monthly
			27.40	28.08	28.77	29.49	30.20	30.96	31.71	32.51	33.30	Hourly
5065	PARK MAINTENANCE WORKER I (a)	PEU, Local 1	2,930	-	-	-	-	-	-	-	-	Monthly
			16.90	-	-	-	-	-	-	-	-	Hourly
5063	PARK MAINTENANCE WORKER I	PEU, Local 1	2,930	3,003	3,076	3,153	3,230	3,311	3,391	3,476	3,561	Monthly
			16.90	17.33	17.75	18.19	18.63	19.10	19.56	20.05	20.54	Hourly
5122	PARK MAINTENANCE WORKER II	PEU, Local 1	3,211	3,292	3,372	3,457	3,541	3,630	3,718	3,811	3,904	Monthly
			18.53	18.99	19.45	19.94	20.43	20.94	21.45	21.99	22.52	Hourly
5200	PARK MAINTENANCE WORKER III	PEU, Local 1	3,692	3,785	3,877	3,974	4,071	4,173	4,275	4,382	4,489	Monthly
			21.30	21.84	22.37	22.93	23.49	24.08	24.66	25.28	25.90	Hourly
5245	PLANNER-ASSISTANT	PEU, Local 1	4,504	4,617	4,729	4,847	4,965	5,089	5,213	5,343	5,473	Monthly
			25.98	26.64	27.28	27.96	28.64	29.36	30.08	30.83	31.58	Hourly
5255	PLANS EXAMINER	PEU, Local 1	4,527	4,640	4,753	4,872	4,991	5,116	5,241	5,372	5,503	Monthly
			26.12	26.77	27.42	28.11	28.79	29.52	30.24	30.99	31.75	Hourly
5140	PLANT MAINTENANCE MECHANIC	PEU, Local 1	4,560	4,674	4,788	4,908	5,027	5,153	5,278	5,410	5,542	Monthly
			26.31	26.97	27.62	28.32	29.00	29.73	30.45	31.21	31.97	Hourly
5221	PLANT MAINTENANCE MECHANIC -SENIOR	PEU, Local 1	5,243	5,374	5,505	5,643	5,780	5,925	6,069	6,221	6,373	Monthly
			30.25	31.00	31.76	32.56	33.35	34.18	35.01	35.89	36.77	Hourly
5320	PRETREATMENT COORDINATOR	PEU, Local 1	5,021	5,147	5,272	5,404	5,536	5,675	5,813	5,958	6,104	Monthly
			28.97	29.69	30.42	31.18	31.94	32.74	33.54	34.37	35.21	Hourly
5061	PUBLIC WORKS MAINTENANCE WORKER I	PEU, Local 1	2,930	3,003	3,076	3,153	3,230	3,311	3,391	3,476	3,561	Monthly
			16.90	17.33	17.75	18.19	18.63	19.10	19.56	20.05	20.54	Hourly

5120	PUBLIC WORKS MAINTENANCE WORKER II	PEU, Local 1	3,211	3,292	3,372	3,457	3,541	3,630	3,718	3,811	3,904	Monthly
			18.53	18.99	19.45	19.94	20.43	20.94	21.45	21.99	22.52	Hourly
5150	PUBLIC WORKS MAINTENANCE WORKER III	PEU, Local 1	3,705	3,798	3,890	3,988	4,085	4,187	4,289	4,396	4,503	Monthly
			21.38	21.91	22.44	23.01	23.57	24.16	24.74	25.36	25.98	Hourly
5185	PW MAINTENANCE WORKER - SENIOR	PEU, Local 1	4,254	4,361	4,467	4,579	4,690	4,808	4,925	5,048	5,171	Monthly
			24.54	25.16	25.77	26.42	27.06	27.74	28.41	29.12	29.84	Hourly
5080	RECREATION COORDINATOR	PEU, Local 1	2,728	2,796	2,864	2,936	3,007	3,082	3,157	3,236	3,315	Monthly
			15.74	16.13	16.52	16.94	17.35	17.78	18.21	18.67	19.13	Hourly
5117	REGISTERED VETERINARY TECH	PEU, Local 1	2,999	3,074	3,149	3,228	3,306	3,389	3,471	3,558	3,644	Monthly
			17.30	17.73	18.17	18.62	19.07	19.55	20.03	20.53	21.03	Hourly
5135	SWEEPER OPERATOR	PEU, Local 1	3,697	3,790	3,882	3,979	4,076	4,178	4,280	4,387	4,494	Monthly
			21.33	21.87	22.40	22.96	23.52	24.10	24.69	25.31	25.93	Hourly
5058	UTILITIES TREATMENT PLANT MAINTENANCE WORKER I	PEU, Local 1	2,930	3,003	3,076	3,153	3,230	3,311	3,391	3,476	3,561	Monthly
			16.90	17.33	17.75	18.19	18.63	19.10	19.56	20.05	20.54	Hourly
5118	UTILITIES TREATMENT PLANT MAINTENANCE WORKER II	PEU, Local 1	3,211	3,292	3,372	3,457	3,541	3,630	3,718	3,811	3,904	Monthly
			18.53	18.99	19.45	19.94	20.43	20.94	21.45	21.99	22.52	Hourly
5236	WASTEWATER COLLECTIONS MAINTENANCE WORKER I	PEU, Local 1	2,930	3,003	3,076	3,153	3,230	3,311	3,391	3,476	3,561	Monthly
			16.90	17.33	17.75	18.19	18.63	19.10	19.56	20.05	20.54	Hourly
5237	WASTEWATER COLLECTIONS MAINTENANCE WORKER II	PEU, Local 1	3,211	3,292	3,372	3,457	3,541	3,630	3,718	3,811	3,904	Monthly
			18.53	18.99	19.45	19.94	20.43	20.94	21.45	21.99	22.52	Hourly
5238	WASTEWATER COLLECTIONS MAINTENANCE WORKER III	PEU, Local 1	3,705	3,798	3,890	3,988	4,085	4,187	4,289	4,396	4,503	Monthly
			21.38	21.91	22.44	23.01	23.57	24.16	24.74	25.36	25.98	Hourly
5166	WASTEWATER TREATMENT FACILITY OP. TRAINEE/I	PEU, Local 1	4,572	4,687	4,801	4,921	5,041	5,167	5,293	5,425	5,558	Monthly
			26.38	27.04	27.70	28.39	29.08	29.81	30.54	31.30	32.07	Hourly
5235	WASTEWATER TREATMENT FACILITY OP. II	PEU, Local 1	5,258	5,390	5,521	5,659	5,797	5,942	6,087	6,239	6,391	Monthly
			30.33	31.10	31.85	32.65	33.44	34.28	35.12	35.99	36.87	Hourly
5293	WASTEWATER TREATMENT FACILITY OP. III	PEU, Local 1	6,048	6,199	6,350	6,509	6,667	6,834	7,000	7,175	7,350	Monthly
			34.89	35.76	36.63	37.55	38.46	39.43	40.38	41.39	42.40	Hourly
5284	WATER DISTRIBUTION OPERATOR I	PEU, Local 1	3,516	3,604	3,692	3,785	3,877	3,974	4,071	4,173	4,275	Monthly
			20.28	20.79	21.30	21.84	22.37	22.93	23.49	24.08	24.66	Hourly
5286	WATER DISTRIBUTION OPERATOR II	PEU, Local 1	4,045	4,146	4,247	4,353	4,459	4,571	4,682	4,799	4,916	Monthly
			23.34	23.92	24.50	25.11	25.73	26.37	27.01	27.69	28.36	Hourly
5287	WATER DISTRIBUTION OPERATOR III	PEU, Local 1	4,652	4,769	4,885	5,007	5,129	5,257	5,385	5,519	5,654	Monthly
			26.84	27.51	28.18	28.89	29.59	30.33	31.07	31.84	32.62	Hourly

5131	WATER TREATMENT PLANT OPER.TRAINEE	PEU, Local 1	3,976	4,076	4,175	4,280	4,384	4,494	4,603	4,718	4,833	Monthly
			22.94	23.52	24.09	24.69	25.29	25.93	26.56	27.22	27.88	Hourly
5180	WATER TREATMENT PLANT OPERATOR II	PEU, Local 1	4,572	4,687	4,801	4,921	5,041	5,167	5,293	5,425	5,558	Monthly
			26.38	27.04	27.70	28.39	29.08	29.81	30.54	31.30	32.07	Hourly
5230	WATER TREATMENT PLANT OPERATOR III	PEU, Local 1	5,258	5,390	5,521	5,659	5,797	5,942	6,087	6,239	6,391	Monthly

			30.33	31.10	31.85	32.65	33.44	34.28	35.12	35.99	36.87	Hourly
5291	WATER TREATMENT PLANT OPERATOR IV	PEU, Local 1	6,048	6,199	6,350	6,509	6,667	6,834	7,000	7,175	7,350	
			34.89	35.76	36.63	37.55	38.46	39.43	40.38	41.39	42.40	

**Pensionable Compensation for New Members (PEPRA)**

CTO or any other paid leave time, shall not be paid shift differential while on such leave.

0

**Certification Pay:**

Employees whose job functions include pesticide application are eligible for certificate pay of \$50.00 per month for possession of a Pesticide Application certification.

Employees whose job functions include pool operations are eligible for certificate pay of \$50.00 per month for possession of Pool Operations certification.

Maintenance workers in the Water Distribution Division that do not meet minimum qualifications for the Water Distribution Operator classification, shall remain in the maintenance worker classification and continue to receive certification pay as follows:

D-1: \$50 per month

D-2: 2.5% of salary per month

D-3: 2.5% of salary per month

D-4: 2.5% of salary per month

Total amount of certification pay cannot exceed 10% of the employees' salary (including bilingual pay)

Non-Water Employees possessing a D-1, D-2 or D-3 certificate will receive an additional \$50, non cumulative (cap)

Local 1 employees who are certified as bilingual will receive a bilingual pay incentive of \$100.00 per month:

**EMPLOYEE BARGAINING GROUPS**

CON - Confidential

FLM - 1st Level Manager