

CITY OF YUBA CITY
STAFF REPORT

Date: November 16, 2021
To: Honorable Mayor & Members of the City Council
From: Human Resources
Presentation By: Natalie Springer, Human Resources Director

Summary

Subject: Implement the new California minimum wage rate effective January 1, 2022
Recommendation: Adopt a Resolution to adjust the City's salary schedule to comply with the new California wage requirements effective January 1, 2022
Fiscal Impact: Hourly rate increase of \$1.00 per classification affected. The overall estimated impact in 2022 is \$35,000 affecting 14 job classifications.

Purpose:

To comply with California minimum wage requirements effective January 1, 2022.

Background:

The California minimum wage increase is effective January 1, 2022 and increases from \$14.00 to \$15.00 per hour. To be in compliance, an increase to some classifications in the First Level Managers, Local 1, Part-Time, Extra Help, Limited Term and At-Will Contract salary schedule are required.

There were negotiated changes to the First Level Managers MOU. The MOU includes that the Recreation Supervisor I, step 1, shall be adjusted to at least double the minimum wage. The remaining Recreation Supervisor I/II and III steps shall be adjusted to remain at the current separation. There were four Local 1 positions identified below that are affected by the minimum wage increase. The Departments included the minimum wage increase into their budget projections for FY 21/22.

Publicly available pay schedules are required by CalPERS and are a critical component to verify all members' pay rates when calculating members' retirement benefits. Maintaining a compliant publicly available pay schedule will support transparency and expedite CalPERS' review process.

Additionally, Staff recently determined that elected positions such as City Council, City Clerk and City Treasurer shall be included on the salary schedule.

Analysis:

The following job classifications will be affected:

First Level Managers:

- Recreation Supervisor I/II/III

Local 1:

- Administrative Clerk I/II/III
- Facility Aide
- Kennel Attendant I/II
- Laboratory Receptionist

Elected Officials, Part-Time, Extra Help, Limited Term and At-Will Contract Employees:

- Intern Worker
- Laboratory Receptionist
- Lifeguard/Instructor I/II
- Police Officer Trainee
- Public Works Maintenance Worker (Temp)
- Relief Public Safety Dispatcher
- Recreation Leader I/II/III
- Recreation Specialist
- Veterinary Assistant
- Water/Wastewater Operator-in-Training

Fiscal Impact:

Hourly rate increase of \$1.00 per classification affected. The overall estimated impact in 2022 is \$35,000 affecting 14 job classifications.

Alternatives:

If not adopted, the City will be in violation of state law.

Recommendation:

Approve the adjustment to the City's salary schedule to comply with the new California wage requirements effective January 1, 2022.

Attachments:

1. Resolution
2. Salary Schedule

Prepared By:

/s/ Sheleen Loza

Sheleen Loza
Administrative Analyst

Submitted By:

/s/ Dave Vaughn

Dave Vaughn
City Manager

ATTACHMENT 1

RESOLUTION NO. _____

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY
APPROVING THE ADJUSTMENT OF THE SALARY SCHEDULE TO REFLECT
THE NEW CALIFORNIA MINIMUM WAGE REQUIREMENT OF \$15.00 PER HOUR**

WHEREAS, it is the City's responsibility to provide fair wages;

WHEREAS, the City complies with all mandatory Federal and State wage requirements;

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

Approve the adjustment to the City's salary schedule to include elected officials and implement the new California minimum wage requirement of \$15.00 hourly effective January 1, 2022, including a \$1.00 per hour upward adjustment to the following classifications:

- Recreation Supervisor I/II/III
- Administrative Clerk I/II/III
- Facility Aide
- Kennel Attendant I/II
- Laboratory Receptionist
- Intern Worker
- Laboratory Receptionist
- Lifeguard/Instructor I/II
- Police Officer Trainee
- Public Works Maintenance Worker (Temp)
- Relief Public Safety Dispatcher
- Recreation Leader I/II/III
- Recreation Specialist
- Veterinary Assistant
- Water/Wastewater Operator-in-Training

The Director of Finance is hereby authorized to modify the publicly available compensation schedule and to make the necessary budget adjustments to implement the provisions of this resolution.

The forgoing 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 16th day of November 2021.

AYES:

NOES:

ABSENT:

ATTEST:

Marc Boomgaarden, Mayor

Ciara Wakefield, Deputy City Clerk

APPROVED AS TO FORM:

Stacey Sheston
BB&K, Special Counsel

ATTACHMENT 2

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JANUARY 1, 2022**

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	4,589	4,818	5,059	5,312	5,578				Monthly
			26.48	27.80	29.19	30.65	32.18				Hourly
4052	ACCOUNT CLERK	PEU, Local 1	2,969	3,117	3,273	3,437	3,609				Monthly
			17.13	17.98	18.88	19.83	20.82				Hourly
4100	ACCOUNT CLERK-INTERMEDIATE	PEU, Local 1	3,424	3,595	3,775	3,964	4,162				Monthly
			19.75	20.74	21.78	22.87	24.01				Hourly
4162	ACCOUNT CLERK-SENIOR	PEU, Local 1	3,941	4,138	4,345	4,562	4,790				Monthly
			22.74	23.87	25.07	26.32	27.63				Hourly
4015	ACCOUNTING TECHNICIAN	PEU, Local 1	3,991	4,191	4,401	4,621	4,852				Monthly
			23.03	24.18	25.39	26.66	27.99				Hourly
4244	ADMINISTRATIVE ANALYST I	PEU, Local 1	4,314	4,530	4,757	4,995	5,244				Monthly
			24.89	26.13	27.44	28.82	30.26				Hourly
4020	ADMINISTRATIVE ASSISTANT	PEU, Local 1	3,805	3,995	4,195	4,405	4,625				Monthly
			21.95	23.05	24.20	25.41	26.69				Hourly
4040	ADMINISTRATIVE CLERK I	PEU, Local 1	2,600	2,730	2,866	3,009	3,160				Monthly
			15.00	15.75	16.53	17.36	18.23				Hourly
4060	ADMINISTRATIVE CLERK II	PEU, Local 1	2,860	3,003	3,153	3,311	3,476				Monthly
			16.50	17.33	18.19	19.10	20.05				Hourly
4085	ADMINISTRATIVE CLERK III	PEU, Local 1	3,292	3,457	3,630	3,812	4,002				Monthly
			18.99	19.94	20.94	21.99	23.09				Hourly
4025	ADMINISTRATIVE TECHNICIAN	PEU, Local 1	3,498	3,673	3,857	4,050	4,253				Monthly
			20.18	21.19	22.25	23.37	24.54				Hourly

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4090	ANIMAL SERVICES OFFICER I	PEU, Local 1	3,002 17.32	3,152 18.18	3,310 19.10	3,476 20.05	3,649 21.05	Monthly Hourly
4095	ANIMAL SERVICES OFFICER II	PEU, Local 1	3,291 18.99	3,456 19.94	3,629 20.94	3,810 21.98	4,000 23.08	Monthly Hourly
4155	ARBORIST, SENIOR	PEU, Local 1	3,822 22.05	4,013 23.15	4,214 24.31	4,425 25.53	4,646 26.80	Monthly Hourly
4270	BUILDING INSPECTOR I	PEU, Local 1	4,258 24.57	4,471 25.79	4,695 27.09	4,930 28.44	5,176 29.86	Monthly Hourly
4292	BUILDING INSPECTOR II	PEU, Local 1	4,686 27.03	4,920 28.38	5,166 29.80	5,424 31.29	5,696 32.86	Monthly Hourly
4062	BUILDING MAINTENANCE WORKER I	PEU, Local 1	3,390 19.56	3,559 20.53	3,737 21.56	3,924 22.64	4,120 23.77	Monthly Hourly
4121	BUILDING MAINTENANCE WORKER II	PEU, Local 1	3,706 21.38	3,891 22.45	4,086 23.57	4,290 24.75	4,504 25.99	Monthly Hourly
4285	CODE ENFORCEMENT OFFICER	PEU, Local 1	4,579 26.42	4,808 27.74	5,048 29.12	5,300 30.58	5,565 32.11	Monthly Hourly
4115	COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	3,544 20.45	3,721 21.47	3,907 22.54	4,102 23.67	4,307 24.85	Monthly Hourly
4144	COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	3,896 22.48	4,091 23.60	4,296 24.78	4,511 26.03	4,736 27.32	Monthly Hourly
4243	CONSTRUCTION INSPECTOR	PEU, Local 1	4,420 25.50	4,641 26.78	4,873 28.11	5,117 29.52	5,373 31.00	Monthly Hourly
4050	CUSTODIAN I	PEU, Local 1	2,668 15.39	2,801 16.16	2,941 16.97	3,088 17.82	3,243 18.71	Monthly Hourly
4082	CUSTODIAN II	PEU, Local 1	3,075 17.74	3,229 18.63	3,390 19.56	3,559 20.53	3,737 21.56	Monthly Hourly
4030	CUSTOMER SERVICES REP I	PEU, Local 1	2,909 16.78	3,054 17.62	3,207 18.50	3,367 19.43	3,536 20.40	Monthly Hourly

4070	CUSTOMER SERVICES REP II	PEU, Local 1	3,188	3,347	3,514	3,690	3,874	Monthly
			18.39	19.31	20.27	21.29	22.35	Hourly
4161	CUSTOMER SERVICES REP.-SENIOR	PEU, Local 1	3,650	3,833	4,025	4,226	4,437	Monthly
			21.06	22.11	23.22	24.38	25.60	Hourly
4170	ELECTRICAL TECHNICIAN I	PEU, Local 1	4,766	5,004	5,254	5,517	5,793	Monthly
			27.50	28.87	30.31	31.83	33.42	Hourly
4265	ELECTRICAL TECHNICIAN II	PEU, Local 1	5,481	5,755	6,043	6,345	6,662	Monthly
			31.62	33.20	34.86	36.61	38.44	Hourly
4280	ELECTRICAL TECHNICIAN III	PEU, Local 1	6,304	6,619	6,950	7,297	7,662	Monthly
			36.37	38.19	40.10	42.10	44.20	Hourly
4300	ENGINEER - ASSISTANT CIVIL	PEU, Local 1	5,616	5,897	6,192	6,502	6,827	Monthly
			32.40	34.02	35.72	37.51	39.39	Hourly
4215	ENGINEERING TECHNICIAN I	PEU, Local 1	3,803	3,993	4,193	4,403	4,623	Monthly
			21.94	23.04	24.19	25.40	26.67	Hourly
4250	ENGINEERING TECHNICIAN II	PEU, Local 1	4,111	4,317	4,533	4,760	4,998	Monthly
			23.72	24.91	26.15	27.46	28.83	Hourly
4295	ENGINEERING TECHNICIAN III	PEU, Local 1	4,735	4,972	5,221	5,482	5,756	Monthly
			27.32	28.68	30.12	31.63	33.21	Hourly
4160	ENGINEERING TECHNICIAN GIS	PEU, Local 1	4,111	4,317	4,533	4,760	4,998	Monthly
			23.72	24.91	26.15	27.46	28.83	Hourly
4031	FACILITY AIDE	PEU, Local 1	2,600	2,730	2,866	3,009	3,159	Monthly
			15.00	15.75	16.53	17.36	18.23	Hourly
4036	FIELD CUSTOMER SERVICE REP I	PEU, Local 1	2,961	3,109	3,264	3,427	3,599	Monthly
			17.08	17.94	18.83	19.77	20.76	Hourly
4083	FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,245	3,407	3,577	3,756	3,943	Monthly
			18.72	19.66	20.64	21.67	22.75	Hourly

4028	HOUSING PROGRAMS ANALYST I	PEU, Local 1	4,440	4,662	4,895	5,140	5,396	Monthly
			25.62	26.90	28.24	29.65	31.13	Hourly
4246	INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	4,599	4,829	5,070	5,324	5,590	Monthly
			26.53	27.86	29.25	30.72	32.25	Hourly
4260	INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	5,059	5,312	5,578	5,857	6,150	Monthly
			29.19	30.65	32.18	33.79	35.48	Hourly
4281	INSTRUMENTATION TECHNICIAN I	PEU, Local 1	4,767	5,005	5,255	5,518	5,794	Monthly
			27.50	28.88	30.32	31.83	33.43	Hourly
4282	INSTRUMENTATION TECHNICIAN II	PEU, Local 1	5,481	5,755	6,043	6,345	6,662	Monthly
			31.62	33.20	34.86	36.61	38.44	Hourly
4283	INSTRUMENTATION TECHNICIAN III	PEU, Local 1	6,304	6,619	6,950	7,297	7,661	Monthly
			36.37	38.19	40.10	42.10	44.20	Hourly
4110	KENNEL ATTENDANT I	PEU, Local 1	2,600	2,730	2,867	3,010	3,161	Monthly
			15.00	15.75	16.54	17.37	18.23	Hourly
4111	KENNEL ATTENDANT II	PEU, Local 1	2,890	3,034	3,186	3,345	3,512	Monthly
			16.67	17.50	18.38	19.30	20.26	Hourly
4112	KENNEL CARE TECHNICIAN - LEAD	PEU, Local 1	3,075	3,229	3,390	3,559	3,737	Monthly
			17.74	18.63	19.56	20.53	21.56	Hourly
4045	LABORATORY RECEPTIONIST	PEU, Local 1	2,600	2,730	2,866	3,009	3,160	Monthly
			15.00	15.75	16.53	17.36	18.23	Hourly
4530	LABORATORY ANALYST I	PEU, Local 1	4,308	4,523	4,749	4,986	5,235	Monthly
			24.85	26.09	27.40	28.77	30.20	Hourly
4581	LABORATORY ANALYST II	PEU, Local 1	4,738	4,975	5,224	5,485	5,759	Monthly
			27.33	28.70	30.14	31.64	33.22	Hourly
4064	LABORATORY ASSISTANT	PEU, Local 1	3,590	3,769	3,957	4,155	4,363	Monthly
			20.71	21.74	22.83	23.97	25.17	Hourly
4220	MECHANIC	PEU, Local 1	4,272	4,486	4,710	4,945	5,193	Monthly
			24.65	25.88	27.17	28.53	29.96	Hourly

4225	MECHANIC-LEAD	PEU, Local 1	4,915	5,161	5,419	5,690	5,974	Monthly
			28.36	29.78	31.26	32.83	34.47	Hourly
4065	PARK MAINTENANCE WORKER I (a)	PEU, Local 1	3,032	-	-	-	-	Monthly
			17.49	-	-	-	-	Hourly
4063	PARK MAINTENANCE WORKER I	PEU, Local 1	3,032	3,184	3,343	3,510	3,686	Monthly
			17.49	18.37	19.29	20.25	21.26	Hourly
4122	PARK MAINTENANCE WORKER II	PEU, Local 1	3,324	3,490	3,665	3,848	4,041	Monthly
			19.18	20.13	21.14	22.20	23.31	Hourly
4200	PARK MAINTENANCE WORKER III	PEU, Local 1	3,822	4,013	4,214	4,425	4,646	Monthly
			22.05	23.15	24.31	25.53	26.80	Hourly
4245	PLANNER-ASSISTANT	PEU, Local 1	4,660	4,893	5,138	5,395	5,665	Monthly
			26.88	28.23	29.64	31.13	32.68	Hourly
4255	PLANS EXAMINER	PEU, Local 1	4,686	4,920	5,166	5,424	5,696	Monthly
			27.03	28.38	29.80	31.29	32.86	Hourly
4140	PLANT MAINTENANCE MECHANIC	PEU, Local 1	4,719	4,955	5,203	5,463	5,736	Monthly
			27.23	28.59	30.02	31.52	33.09	Hourly
4221	PLANT MAINTENANCE MECHANIC -SENIOR	PEU, Local 1	5,427	5,698	5,983	6,282	6,596	Monthly
			31.31	32.87	34.52	36.24	38.05	Hourly
4320	PRETREATMENT COORDINATOR	PEU, Local 1	5,197	5,457	5,730	6,017	6,318	Monthly
			29.98	31.48	33.06	34.71	36.45	Hourly
4061	PUBLIC WORKS MAINTENANCE WORKER I	PEU, Local 1	3,032	3,184	3,343	3,510	3,686	Monthly
			17.49	18.37	19.29	20.25	21.26	Hourly
4120	PUBLIC WORKS MAINTENANCE WORKER II	PEU, Local 1	3,324	3,490	3,665	3,848	4,041	Monthly
			19.18	20.13	21.14	22.20	23.31	Hourly
4150	PUBLIC WORKS MAINTENANCE WORKER III	PEU, Local 1	3,835	4,027	4,228	4,439	4,661	Monthly
			22.13	23.23	24.39	25.61	26.89	Hourly
4185	PW MAINTENANCE WORKER - SENIOR	PEU, Local 1	4,403	4,623	4,854	5,097	5,352	Monthly
			25.40	26.67	28.00	29.41	30.88	Hourly
4080	RECREATION COORDINATOR	PEU, Local 1	2,823	2,964	3,112	3,268	3,431	Monthly
			16.29	17.10	17.95	18.85	19.79	Hourly

4117	REGISTERED VETERINARY TECH	PEU, Local 1	3,103 17.90	3,258 18.80	3,421 19.74	3,592 20.72	3,772 21.76	Monthly Hourly
4135	SWEeper OPERATOR	PEU, Local 1	3,827 22.08	4,018 23.18	4,219 24.34	4,430 25.56	4,651 26.83	Monthly Hourly
4058	UTILITIES TREATMENT PLANT MAINTENANCE WORKER I	PEU, Local 1	3,032 17.49	3,184 18.37	3,343 19.29	3,510 20.25	3,686 21.26	Monthly Hourly
4118	UTILITIES TREATMENT PLANT MAINTENANCE WORKER II	PEU, Local 1	3,324 19.18	3,490 20.13	3,665 21.14	3,848 22.20	4,041 23.31	Monthly Hourly
4236	WASTEWATER COLLECTIONS MAINTENANCE WORKER I	PEU, Local 1	3,032 17.49	3,184 18.37	3,343 19.29	3,510 20.25	3,686 21.26	Monthly Hourly
4237	WASTEWATER COLLECTIONS MAINTENANCE WORKER II	PEU, Local 1	4,719 27.23	4,955 28.59	5,203 30.02	5,463 31.52	5,736 33.09	Monthly Hourly
4238	WASTEWATER COLLECTIONS MAINTENANCE WORKER III	PEU, Local 1	5,427 31.31	5,698 32.87	5,983 34.52	6,282 36.24	6,596 38.05	Monthly Hourly
4166	WASTEWATER TREATMENT FACILITY OP. TRAINEE/I	PEU, Local 1	4,733 27.31	4,970 28.67	5,218 30.10	5,479 31.61	5,753 33.19	Monthly Hourly
4235	WASTEWATER TREATMENT FACILITY OP. II	PEU, Local 1	5,442 31.40	5,714 32.97	6,000 34.62	6,300 36.35	6,615 38.16	Monthly Hourly
4293	WASTEWATER TREATMENT FACILITY OP. III	PEU, Local 1	6,258 36.10	6,571 37.91	6,900 39.81	7,245 41.80	7,607 43.89	Monthly Hourly
4284	WATER DISTRIBUTION OPERATOR I	PEU, Local 1	4,344 25.06	4,561 26.31	4,789 27.63	5,028 29.01	5,280 30.46	Monthly Hourly
4286	WATER DISTRIBUTION OPERATOR II	PEU, Local 1	4,995 28.82	5,245 30.26	5,507 31.77	5,782 33.36	6,071 35.03	Monthly Hourly
4287	WATER DISTRIBUTION OPERATOR III	PEU, Local 1	5,744 33.14	6,031 34.79	6,333 36.54	6,650 38.37	6,983 40.28	Monthly Hourly

4131	WATER TREATMENT PLANT OPER. TRAINEE	PEU, Local 1	4,115	4,321	4,537	4,764	5,002	Monthly
			23.74	24.93	26.18	27.48	28.86	Hourly
4180	WATER TREATMENT PLANT OPERATOR II	PEU, Local 1	4,733	4,970	5,218	5,479	5,753	Monthly
			27.31	28.67	30.10	31.61	33.19	Hourly
4230	WATER TREATMENT PLANT OPERATOR III	PEU, Local 1	5,442	5,714	6,000	6,300	6,615	Monthly
			31.40	32.97	34.62	36.35	38.16	Hourly
4291	WATER TREATMENT PLANT OPERATOR IV	PEU, Local 1	6,258	6,571	6,900	7,245	7,607	Monthly
			36.10	37.91	39.81	41.80	43.89	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 (cumulative = 5%)

D-4: 2.5% of salary per month (cumulative = 7.5%)

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 JANUARY 1, 2022**

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	4,589	4,704	4,818	4,939	5,059	5,186	5,312	5,445	5,578	Monthly
			26.48	27.14	27.80	28.49	29.19	29.92	30.65	31.41	32.18	Hourly
5052	ACCOUNT CLERK	PEU, Local 1	2,969	3,043	3,117	3,195	3,273	3,355	3,437	3,523	3,609	Monthly
			17.13	17.56	17.98	18.43	18.88	19.36	19.83	20.33	20.82	Hourly
5100	ACCOUNT CLERK-INTERMEDIATE	PEU, Local 1	3,424	3,510	3,595	3,685	3,775	3,870	3,964	4,063	4,162	Monthly
			19.75	20.25	20.74	21.26	21.78	22.33	22.87	23.44	24.01	Hourly
5162	ACCOUNT CLERK-SENIOR	PEU, Local 1	3,941	4,040	4,138	4,242	4,345	4,454	4,562	4,676	4,790	Monthly
			22.74	23.31	23.87	24.47	25.07	25.70	26.32	26.98	27.63	Hourly
5015	ACCOUNTING TECHNICIAN	PEU, Local 1	3,991	4,091	4,191	4,296	4,401	4,511	4,621	4,737	4,852	Monthly
			23.03	23.60	24.18	24.78	25.39	26.03	26.66	27.33	27.99	Hourly
5244	ADMINISTRATIVE ANALYST I	PEU, Local 1	4,314	4,422	4,530	4,644	4,757	4,876	4,995	5,120	5,244	Monthly
			24.89	25.51	26.13	26.79	27.44	28.13	28.82	29.54	30.26	Hourly
5020	ADMINISTRATIVE ASSISTANT	PEU, Local 1	3,805	3,900	3,995	4,095	4,195	4,300	4,405	4,515	4,625	Monthly
			21.95	22.50	23.05	23.63	24.20	24.81	25.41	26.05	26.69	Hourly
5040	ADMINISTRATIVE CLERK I	PEU, Local 1	2,600	2,665	2,730	2,798	2,866	2,938	3,009	3,084	3,160	Monthly
			15.00	15.38	15.75	16.14	16.53	16.95	17.36	17.79	18.23	Hourly
5060	ADMINISTRATIVE CLERK II	PEU, Local 1	2,860	2,932	3,003	3,078	3,153	3,232	3,311	3,394	3,476	Monthly
			16.50	16.92	17.33	17.76	18.19	18.65	19.10	19.58	20.05	Hourly
5085	ADMINISTRATIVE CLERK III	PEU, Local 1	3,292	3,375	3,457	3,544	3,630	3,721	3,812	3,907	4,002	Monthly
			18.99	19.47	19.94	20.45	20.94	21.47	21.99	22.54	23.09	Hourly
5025	ADMINISTRATIVE TECHNICIAN	PEU, Local 1	3,498	3,586	3,673	3,765	3,857	3,954	4,050	4,151	4,253	Monthly
			20.18	20.69	21.19	21.72	22.25	22.81	23.37	23.95	24.54	Hourly
5090	ANIMAL SERVICES OFFICER I	PEU, Local 1	3,002	3,077	3,152	3,231	3,310	3,393	3,476	3,563	3,649	Monthly
			17.32	17.75	18.18	18.64	19.10	19.58	20.05	20.56	21.05	Hourly
5095	ANIMAL SERVICES OFFICER II	PEU, Local 1	3,291	3,374	3,456	3,543	3,629	3,720	3,810	3,905	4,000	Monthly
			18.99	19.47	19.94	20.44	20.94	21.46	21.98	22.53	23.08	Hourly

5155	ARBORIST, SENIOR	PEU, Local 1	3,822	3,918	4,013	4,114	4,214	4,320	4,425	4,536	4,646	Monthly
			22.05	22.60	23.15	23.73	24.31	24.92	25.53	26.17	26.80	Hourly
5270	BUILDING INSPECTOR I	PEU, Local 1	4,258	4,365	4,471	4,583	4,695	4,813	4,930	5,053	5,176	Monthly
			24.57	25.18	25.79	26.44	27.09	27.77	28.44	29.15	29.86	Hourly
5292	BUILDING INSPECTOR II	PEU, Local 1	4,686	4,803	4,920	5,043	5,166	5,295	5,424	5,560	5,696	Monthly
			27.03	27.71	28.38	29.09	29.80	30.55	31.29	32.08	32.86	Hourly
5062	BUILDING MAINTENANCE WORKER I	PEU, Local 1	3,390	3,475	3,559	3,648	3,737	3,831	3,924	4,022	4,120	Monthly
			19.56	20.05	20.53	21.05	21.56	22.10	22.64	23.20	23.77	Hourly
5121	BUILDING MAINTENANCE WORKER II	PEU, Local 1	3,706	3,799	3,891	3,989	4,086	4,188	4,290	4,397	4,504	Monthly
			21.38	21.92	22.45	23.01	23.57	24.16	24.75	25.37	25.99	Hourly
5285	CODE ENFORCEMENT OFFICER	PEU, Local 1	4,579	4,694	4,808	4,928	5,048	5,174	5,300	5,433	5,565	Monthly
			26.42	27.08	27.74	28.43	29.12	29.85	30.58	31.34	32.11	Hourly
5115	COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	3,544	3,633	3,721	3,814	3,907	4,005	4,102	4,204	4,307	Monthly
			20.45	20.96	21.47	22.00	22.54	23.11	23.67	24.25	24.85	Hourly
5144	COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	3,896	3,994	4,091	4,194	4,296	4,404	4,511	4,624	4,736	Monthly
			22.48	23.04	23.60	24.20	24.78	25.41	26.03	26.68	27.32	Hourly
5243	CONSTRUCTION INSPECTOR	PEU, Local 1	4,420	4,531	4,641	4,757	4,873	4,995	5,117	5,245	5,373	Monthly
			25.50	26.14	26.78	27.44	28.11	28.82	29.52	30.26	31.00	Hourly
5050	CUSTODIAN I	PEU, Local 1	2,668	2,735	2,801	2,871	2,941	3,015	3,088	3,165	3,243	Monthly
			15.39	15.78	16.16	16.56	16.97	17.39	17.82	18.26	18.71	Hourly
5082	CUSTODIAN II	PEU, Local 1	3,075	3,152	3,229	3,310	3,390	3,475	3,559	3,648	3,737	Monthly
			17.74	18.18	18.63	19.10	19.56	20.05	20.53	21.05	21.56	Hourly
5030	CUSTOMER SERVICES REP I	PEU, Local 1	2,909	2,982	3,054	3,131	3,207	3,287	3,367	3,451	3,536	Monthly
			16.78	17.20	17.62	18.06	18.50	18.96	19.43	19.91	20.40	Hourly
5070	CUSTOMER SERVICES REP II	PEU, Local 1	3,188	3,268	3,347	3,431	3,514	3,602	3,690	3,782	3,874	Monthly
			18.39	18.85	19.31	19.79	20.27	20.78	21.29	21.82	22.35	Hourly
5161	CUSTOMER SERVICES REP.-SENIOR	PEU, Local 1	3,650	3,742	3,833	3,929	4,025	4,126	4,226	4,332	4,437	Monthly
			21.06	21.59	22.11	22.67	23.22	23.80	24.38	24.99	25.60	Hourly
5170	ELECTRICAL TECHNICIAN I	PEU, Local 1	4,766	4,885	5,004	5,129	5,254	5,386	5,517	5,655	5,793	Monthly
			27.50	28.18	28.87	29.59	30.31	31.07	31.83	32.63	33.42	Hourly
5265	ELECTRICAL TECHNICIAN II	PEU, Local 1	5,481	5,618	5,755	5,899	6,043	6,194	6,345	6,504	6,662	Monthly
			31.62	32.41	33.20	34.03	34.86	35.73	36.61	37.52	38.44	Hourly
5280	ELECTRICAL TECHNICIAN III	PEU, Local 1	6,304	6,462	6,619	6,785	6,950	7,124	7,297	7,479	7,662	Monthly
			36.37	37.28	38.19	39.14	40.10	41.10	42.10	43.15	44.20	Hourly

5300	ENGINEER - ASSISTANT CIVIL	PEU, Local 1	5,616	5,757	5,897	6,045	6,192	6,347	6,502	6,664	6,827	Monthly
			32.40	33.21	34.02	34.88	35.72	36.62	37.51	38.45	39.39	Hourly
5215	ENGINEERING TECHNICIAN I	PEU, Local 1	3,803	3,898	3,993	4,093	4,193	4,298	4,403	4,513	4,623	Monthly
			21.94	22.49	23.04	23.61	24.19	24.80	25.40	26.04	26.67	Hourly
5250	ENGINEERING TECHNICIAN II	PEU, Local 1	4,111	4,214	4,317	4,425	4,533	4,647	4,760	4,879	4,998	Monthly
			23.72	24.31	24.91	25.53	26.15	26.81	27.46	28.15	28.83	Hourly
5295	ENGINEERING TECHNICIAN III	PEU, Local 1	4,735	4,854	4,972	5,097	5,221	5,352	5,482	5,619	5,756	Monthly
			27.32	28.00	28.68	29.41	30.12	30.88	31.63	32.42	33.21	Hourly
5160	ENGINEERING TECHNICIAN GIS	PEU, Local 1	4,111	4,214	4,317	4,425	4,533	4,647	4,760	4,879	4,998	Monthly
			23.72	24.31	24.91	25.53	26.15	26.81	27.46	28.15	28.83	Hourly
5031	FACILITY AIDE	PEU, Local 1	2,600	2,665	2,730	2,798	2,866	2,938	3,009	3,084	3,159	Monthly
			15.00	15.38	15.75	16.14	16.53	16.95	17.36	17.79	18.23	Hourly
5036	FIELD CUSTOMER SERVICE REP I	PEU, Local 1	2,961	3,035	3,109	3,187	3,264	3,346	3,427	3,513	3,599	Monthly
			17.08	17.51	17.94	18.39	18.83	19.30	19.77	20.27	20.76	Hourly
5083	FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,245	3,326	3,407	3,492	3,577	3,667	3,756	3,850	3,943	Monthly
			18.72	19.19	19.66	20.15	20.64	21.16	21.67	22.21	22.75	Hourly
5028	HOUSING PROGRAMS ANALYST I	PEU, Local 1	4,440	4,551	4,662	4,779	4,895	5,018	5,140	5,268	5,396	Monthly
			25.62	26.26	26.90	27.57	28.24	28.95	29.65	30.39	31.13	Hourly
5246	INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	4,599	4,714	4,829	4,950	5,070	5,197	5,324	5,457	5,590	Monthly
			26.53	27.20	27.86	28.56	29.25	29.98	30.72	31.48	32.25	Hourly
5260	INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	5,059	5,186	5,312	5,445	5,578	5,718	5,857	6,003	6,150	Monthly
			29.19	29.92	30.65	31.41	32.18	32.99	33.79	34.63	35.48	Hourly
5281	INSTRUMENTATION TECHNICIAN I	PEU, Local 1	4,767	4,886	5,005	5,130	5,255	5,387	5,518	5,656	5,794	Monthly
			27.50	28.19	28.88	29.60	30.32	31.08	31.83	32.63	33.43	Hourly
5282	INSTRUMENTATION TECHNICIAN II	PEU, Local 1	5,481	5,618	5,755	5,899	6,043	6,194	6,345	6,504	6,662	Monthly
			31.62	32.41	33.20	34.03	34.86	35.73	36.61	37.52	38.44	Hourly
5283	INSTRUMENTATION TECHNICIAN III	PEU, Local 1	6,304	6,462	6,619	6,785	6,950	7,124	7,297	7,479	7,661	Monthly
			36.37	37.28	38.19	39.14	40.10	41.10	42.10	43.15	44.20	Hourly
5110	KENNEL ATTENDANT I	PEU, Local 1	2,600	2,665	2,730	2,799	2,867	2,939	3,010	3,085	3,161	Monthly
			15.00	15.38	15.75	16.15	16.54	16.96	17.37	17.80	18.23	Hourly
5111	KENNEL ATTENDANT II	PEU, Local 1	2,890	2,962	3,034	3,110	3,186	3,266	3,345	3,428	3,512	Monthly
			16.67	17.09	17.50	17.94	18.38	18.84	19.30	19.78	20.26	Hourly

5112	KENNEL CARE TECHNICIAN - LEAD	PEU, Local 1	3,075	3,152	3,229	3,310	3,390	3,475	3,559	3,648	3,737	Monthly
			17.74	18.18	18.63	19.10	19.56	20.05	20.53	21.05	21.56	Hourly
5045	LABORATORY RECEPTIONIST	PEU, Local 1	2,600	2,665	2,730	2,798	2,866	2,938	3,009	3,084	3,160	Monthly
			15.00	15.38	15.75	16.14	16.53	16.95	17.36	17.79	18.23	Hourly
5530	LABORATORY ANALYST I	PEU, Local 1	4,308	4,416	4,523	4,636	4,749	4,868	4,986	5,111	5,235	Monthly
			24.85	25.48	26.09	26.75	27.40	28.08	28.77	29.49	30.20	Hourly
5581	LABORATORY ANALYST II	PEU, Local 1	4,738	4,857	4,975	5,100	5,224	5,355	5,485	5,622	5,759	Monthly
			27.33	28.02	28.70	29.42	30.14	30.89	31.64	32.43	33.22	Hourly
5064	LABORATORY ASSISTANT	PEU, Local 1	3,590	3,680	3,769	3,863	3,957	4,056	4,155	4,259	4,363	Monthly
			20.71	21.23	21.74	22.29	22.83	23.40	23.97	24.57	25.17	Hourly
5220	MECHANIC	PEU, Local 1	4,272	4,379	4,486	4,598	4,710	4,828	4,945	5,069	5,193	Monthly
			24.65	25.26	25.88	26.53	27.17	27.85	28.53	29.24	29.96	Hourly
5225	MECHANIC-LEAD	PEU, Local 1	4,915	5,038	5,161	5,290	5,419	5,555	5,690	5,832	5,974	Monthly
			28.36	29.07	29.78	30.52	31.26	32.05	32.83	33.65	34.47	Hourly
5065	PARK MAINTENANCE WORKER I (a)	PEU, Local 1	3,032	-	-	-	-	-	-	-	-	Monthly
			17.49	-	-	-	-	-	-	-	-	Hourly
5063	PARK MAINTENANCE WORKER I	PEU, Local 1	3,032	3,108	3,184	3,264	3,343	3,427	3,510	3,598	3,686	Monthly
			17.49	17.93	18.37	18.83	19.29	19.77	20.25	20.76	21.26	Hourly
5122	PARK MAINTENANCE WORKER II	PEU, Local 1	3,324	3,407	3,490	3,578	3,665	3,757	3,848	3,944	4,041	Monthly
			19.18	19.66	20.13	20.64	21.14	21.68	22.20	22.75	23.31	Hourly
5200	PARK MAINTENANCE WORKER III	PEU, Local 1	3,822	3,918	4,013	4,114	4,214	4,320	4,425	4,536	4,646	Monthly
			22.05	22.60	23.15	23.73	24.31	24.92	25.53	26.17	26.80	Hourly
5245	PLANNER-ASSISTANT	PEU, Local 1	4,660	4,777	4,893	5,016	5,138	5,267	5,395	5,530	5,665	Monthly
			26.88	27.56	28.23	28.94	29.64	30.39	31.13	31.90	32.68	Hourly
5255	PLANS EXAMINER	PEU, Local 1	4,686	4,803	4,920	5,043	5,166	5,295	5,424	5,560	5,696	Monthly
			27.03	27.71	28.38	29.09	29.80	30.55	31.29	32.08	32.86	Hourly
5140	PLANT MAINTENANCE MECHANIC	PEU, Local 1	4,719	4,837	4,955	5,079	5,203	5,333	5,463	5,599	5,736	Monthly
			27.23	27.91	28.59	29.30	30.02	30.77	31.52	32.30	33.09	Hourly
5221	PLANT MAINTENANCE MECHANIC -SENIOR	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	38.05	Hourly
5320	PRETREATMENT COORDINATOR	PEU, Local 1	5,197	5,327	5,457	5,594	5,730	5,874	6,017	6,167	6,318	Monthly
			29.98	30.73	31.48	32.27	33.06	33.89	34.71	35.58	36.45	Hourly
5061	PUBLIC WORKS MAINTENANCE WORKER I	PEU, Local 1	3,032	3,108	3,184	3,264	3,343	3,427	3,510	3,598	3,686	Monthly
			17.49	17.93	18.37	18.83	19.29	19.77	20.25	20.76	21.26	Hourly

5120	PUBLIC WORKS MAINTENANCE WORKER II	PEU, Local 1	3,324	3,407	3,490	3,578	3,665	3,757	3,848	3,944	4,041	Monthly
			19.18	19.66	20.13	20.64	21.14	21.68	22.20	22.75	23.31	Hourly
5150	PUBLIC WORKS MAINTENANCE WORKER III	PEU, Local 1	3,835	3,931	4,027	4,128	4,228	4,334	4,439	4,550	4,661	Monthly
			22.13	22.68	23.23	23.82	24.39	25.00	25.61	26.25	26.89	Hourly
5185	PW MAINTENANCE WORKER - SENIOR	PEU, Local 1	4,403	4,513	4,623	4,739	4,854	4,976	5,097	5,224	5,352	Monthly
			25.40	26.04	26.67	27.34	28.00	28.71	29.41	30.14	30.88	Hourly
5080	RECREATION COORDINATOR	PEU, Local 1	2,823	2,894	2,964	3,038	3,112	3,190	3,268	3,350	3,431	Monthly
			16.29	16.70	17.10	17.53	17.95	18.40	18.85	19.33	19.79	Hourly
5117	REGISTERED VETERINARY TECH	PEU, Local 1	3,103	3,181	3,258	3,340	3,421	3,507	3,592	3,682	3,772	Monthly
			17.90	18.35	18.80	19.27	19.74	20.23	20.72	21.24	21.76	Hourly
5135	SWEEPER OPERATOR	PEU, Local 1	3,827	3,923	4,018	4,119	4,219	4,325	4,430	4,541	4,651	Monthly
			22.08	22.63	23.18	23.76	24.34	24.95	25.56	26.20	26.83	Hourly
5058	UTILITIES TREATMENT PLANT MAINTENANCE WORKER I	PEU, Local 1	3,032	3,108	3,184	3,264	3,343	3,427	3,510	3,598	3,686	Monthly
			17.49	17.93	18.37	18.83	19.29	19.77	20.25	20.76	21.26	Hourly
5118	UTILITIES TREATMENT PLANT MAINTENANCE WORKER II	PEU, Local 1	3,324	3,407	3,490	3,578	3,665	3,757	3,848	3,944	4,041	Monthly
			19.18	19.66	20.13	20.64	21.14	21.68	22.20	22.75	23.31	Hourly
5236	WASTEWATER COLLECTIONS MAINTENANCE WORKER I	PEU, Local 1	3,032	3,108	3,184	3,264	3,343	3,427	3,510	3,598	3,686	Monthly
			17.49	17.93	18.37	18.83	19.29	19.77	20.25	20.76	21.26	Hourly
5237	WASTEWATER COLLECTIONS MAINTENANCE WORKER II	PEU, Local 1	4,719	4,837	4,955	5,079	5,203	5,333	5,463	5,600	5,736	Monthly
			27.23	27.91	28.59	29.30	30.02	30.77	31.52	32.31	33.09	Hourly
5238	WASTEWATER COLLECTIONS MAINTENANCE WORKER III	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	38.05	Hourly
5166	WASTEWATER TREATMENT FACILITY OP. TRAINEE/I	PEU, Local 1	4,733	4,852	4,970	5,094	5,218	5,349	5,479	5,616	5,753	Monthly
			27.31	27.99	28.67	29.39	30.10	30.86	31.61	32.40	33.19	Hourly
5235	WASTEWATER TREATMENT FACILITY OP. II	PEU, Local 1	5,442	5,578	5,714	5,857	6,000	6,150	6,300	6,457	6,615	Monthly
			31.40	32.18	32.97	33.79	34.62	35.48	36.35	37.25	38.16	Hourly
5293	WASTEWATER TREATMENT FACILITY OP. III	PEU, Local 1	6,258	6,415	6,571	6,736	6,900	7,073	7,245	7,426	7,607	Monthly
			36.10	37.01	37.91	38.86	39.81	40.81	41.80	42.84	43.89	Hourly
5284	WATER DISTRIBUTION OPERATOR I	PEU, Local 1	4,344	4,453	4,561	4,675	4,789	4,909	5,028	5,154	5,280	Monthly
			25.06	25.69	26.31	26.97	27.63	28.32	29.01	29.73	30.46	Hourly
5286	WATER DISTRIBUTION OPERATOR II	PEU, Local 1	4,995	5,120	5,245	5,376	5,507	5,645	5,782	5,927	6,071	Monthly
			28.82	29.54	30.26	31.02	31.77	32.57	33.36	34.19	35.03	Hourly
5287	WATER DISTRIBUTION OPERATOR III	PEU, Local 1	5,744	5,888	6,031	6,182	6,333	6,492	6,650	6,816	6,983	Monthly
			33.14	33.97	34.79	35.67	36.54	37.45	38.37	39.32	40.28	Hourly

5131	WATER TREATMENT PLANT OPER.TRAINEE	PEU, Local 1	4,115	4,218	4,321	4,429	4,537	4,651	4,764	4,883	5,002	Monthly
			23.74	24.33	24.93	25.55	26.18	26.83	27.48	28.17	28.86	Hourly
5180	WATER TREATMENT PLANT OPERATOR II	PEU, Local 1	4,733	4,852	4,970	5,094	5,218	5,349	5,479	5,616	5,753	Monthly
			27.31	27.99	28.67	29.39	30.10	30.86	31.61	32.40	33.19	Hourly
5230	WATER TREATMENT PLANT OPERATOR III	PEU, Local 1	5,442	5,578	5,714	5,857	6,000	6,150	6,300	6,457	6,615	Monthly
			31.40	32.18	32.97	33.79	34.62	35.48	36.35	37.25	38.16	Hourly
5291	WATER TREATMENT PLANT OPERATOR IV	PEU, Local 1	6,258	6,415	6,571	6,736	6,900	7,073	7,245	7,426	7,607	Monthly
			36.10	37.01	37.91	38.86	39.81	40.81	41.80	42.84	43.89	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 (cumulative = 5%)

D-4: 2.5% of salary per month (cumulative = 7.5%)

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 JANUARY 1, 2022**

First Level Management - EMPLOYEES HIRED PRIOR TO NOVEMBER 25, 2017

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6069	ACCOUNTANT II	FLM	5,095	5,350	5,618	5,899	6,193	Monthly
			29.39	30.87	32.41	34.03	35.73	Hourly
6060	ADMINISTRATIVE ANALYST II	FLM	5,095	5,350	5,618	5,899	6,193	Monthly
			29.39	30.87	32.41	34.03	35.73	Hourly
6015	ANIMAL SHELTER SUPERVISOR	FLM	3,850	4,042	4,244	4,456	4,679	Monthly
			22.21	23.32	24.48	25.71	26.99	Hourly
	DEVELOPMENT LIAISON	FLM	5,095	5,350	5,618	5,899	6,193	Monthly
			29.39	30.87	32.41	34.03	35.73	Hourly
6035	COMMUNICATIONS CENTER COORDINATOR	FLM	5,674	5,958	6,256	6,569	6,897	Monthly
			32.73	34.37	36.09	37.90	39.79	Hourly
6090	CONSTRUCTION INSPECTOR-SENIOR	FLM	5,157	5,415	5,686	5,970	6,269	Monthly
			29.75	31.24	32.80	34.44	36.17	Hourly
6044	CRIME ANALYST	FLM	4,293	4,508	4,733	4,970	5,218	Monthly
			24.77	26.01	27.31	28.67	30.11	Hourly
6063	CUSTOMER SERVICE MANAGER	FLM	5,095	5,350	5,618	5,899	6,193	Monthly
			29.39	30.87	32.41	34.03	35.73	Hourly
6120	ENGINEER - ASSOCIATE CIVIL	FLM	6,512	6,838	7,180	7,539	7,916	Monthly
			37.57	39.45	41.42	43.49	45.67	Hourly
6042	FACILITIES MAINTENANCE SUPERVISOR	FLM	5,651	5,934	6,231	6,543	6,870	Monthly
			32.60	34.23	35.95	37.75	39.64	Hourly
6050	FLEET MAINTENANCE SUPERVISOR	FLM	5,651	5,934	6,231	6,543	6,870	Monthly
			32.60	34.23	35.95	37.75	39.64	Hourly
6064*	INFORMATION TECHNOLOGY ANALYST	FLM	5,785	6,074	6,378	6,697	7,032	Monthly
			33.38	35.04	36.80	38.64	40.57	Hourly
6142*	SENIOR INFORMATION TECHNOLOGY ANALYST	FLM	6,364	6,682	7,016	7,367	7,736	Monthly
			36.72	38.55	40.48	42.50	44.63	Hourly

6112	GROUND WATER DIST. SUPERVISOR	FLM	5,814	6,105	6,410	6,731	7,068	Monthly
			33.54	35.22	36.98	38.83	40.77	Hourly
6062	HOUSING PROGRAMS ANALYST II	FLM	5,095	5,350	5,618	5,899	6,193	Monthly
			29.39	30.87	32.41	34.03	35.73	Hourly
6080	LABORATORY MANAGER	FLM	6,547	6,874	7,218	7,579	7,958	Monthly
			37.77	39.66	41.64	43.73	45.91	Hourly
6085	LABORATORY SUPERVISOR	FLM	6,547	6,874	7,218	7,579	7,958	Monthly
			37.77	39.66	41.64	43.73	45.91	Hourly
6040	MAINTENANCE SUPERVISOR-STREETS	FLM	5,651	5,934	6,231	6,543	6,870	Monthly
			32.60	34.23	35.95	37.75	39.64	Hourly
6131	MAINTENANCE SUPERVISOR - WATER DISTRIBUTION 3	FLM	5,119	5,375	5,644	5,926	6,222	Monthly
			29.53	31.01	32.56	34.19	35.90	Hourly
6132	MAINTENANCE SUPERVISOR - WATER DISTRIBUTION 4	FLM	5,247	5,509	5,784	6,073	6,377	Monthly
			30.27	31.78	33.37	35.04	36.79	Hourly
6043	PARKS MAINTENANCE SUPERVISOR	FLM	5,651	5,934	6,231	6,543	6,870	Monthly
			32.60	34.23	35.95	37.75	39.64	Hourly
6095	PERMIT CENTER MANAGER	FLM	5,095	5,350	5,618	5,899	6,193	Monthly
			29.39	30.87	32.41	34.03	35.73	Hourly
6061	PLANNER-ASSOCIATE	FLM	5,095	5,350	5,618	5,899	6,193	Monthly
			29.39	30.87	32.41	34.03	35.73	Hourly
6065	PLANT MAINTENANCE SUPERVISOR	FLM	6,291	6,606	6,936	7,283	7,647	Monthly
			36.29	38.11	40.02	42.02	44.12	Hourly
6030*	RECREATION SUPERVISOR I	FLM	5,200	5,460	5,733	6,020	6,321	Monthly
			30.00	31.50	33.08	34.73	36.47	Hourly
6045*	RECREATION SUPERVISOR II	FLM	5,980	6,279	6,593	6,923	7,269	Monthly
			34.50	36.23	38.04	39.94	41.94	Hourly
6046*	RECREATION SUPERVISOR III	FLM	6,579	6,908	7,253	7,616	7,996	Monthly
			37.96	39.85	41.84	43.94	46.13	Hourly
6210	WASTEWATER COLLECTIONS SUPERVISOR	FLM	6,291	6,606	6,936	7,283	7,647	Monthly
			36.29	38.11	40.02	42.02	44.12	Hourly
6096	WASTEWATER TRT FACILITY CHIEF OPERATOR	FLM	6,955	7,303	7,668	8,051	8,454	Monthly
			40.13	42.13	44.24	46.45	48.77	Hourly

6111	WASTEWATER TRT FACILITY SUPERVISOR	FLM	8,346	8,763	9,201	9,661	10,144	Monthly
			48.15	50.56	53.08	55.74	58.52	Hourly
6041	WATER DISTRIBUTION SUPERVISOR	FLM	6,955	7,303	7,668	8,051	8,454	Monthly
			40.13	42.13	44.24	46.45	48.77	Hourly
6160	WATER TREATMENT FACILITY CHIEF OPERATOR	FLM	6,955	7,303	7,668	8,051	8,454	Monthly
			40.13	42.13	44.24	46.45	48.77	Hourly
6110	WATER TREATMENT FACILITY SUPERVISOR	FLM	8,346	8,763	9,201	9,661	10,144	Monthly
			48.15	50.56	53.08	55.74	58.52	Hourly

Pensionable Compensation for New Members (PEPRA)

A shift differential of 5% of base pay shall be paid to those supervisors who are assigned to work an operator shift from 7:00pm to 7:00am. If a supervisor who is assigned to an operator shift elects to utilize vacation, sick leave, CTO or any other paid leave time, shall not be paid shift differential while on such leave.

Education Pay:

The Communications Center Coordinator (JCN 6035) shall receive education incentive pay. Education Incentive pay shall be base pay cumulative but not compounded and shall have a 7.5% cap.

POST Public Safety Dispatch Intermediate	2.50%
POST Public Safety Dispatch Advance	2.50%
AA or AS degree	2.50%
BA or BS degree	5.00%

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

First Level Managers who are certified as bilingual will receive a bilingual pay incentive of \$100.00 per month:

* Indicates classifications which are not eligible for overtime compensation and are exempt from the Fair Labor Standards Act (FLSA).

EMPLOYEE BARGAINING GROUPS

CON - Confidential	FLM - 1st Level Manager
PUE, Local #1 - General Employees	PD - Police Department
DH - Department Head	FIRE - Fire Department
MM - Middle Manager	PS - Police Sergeant
FM - Fire Management	

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JANUARY 1, 2022**

First Level Management - EMPLOYEES HIRED ON OR AFTER NOVEMBER 25, 2017

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
6469	ACCOUNTANT II	FLM	5,095	5,223	5,350	5,484	5,618	5,759	5,899	6,046	6,193	Monthly
			29.39	30.13	30.87	31.64	32.41	33.23	34.03	34.88	35.73	Hourly
6460	ADMINISTRATIVE ANALYST II	FLM	5,095	5,223	5,350	5,484	5,618	5,759	5,899	6,046	6,193	Monthly
			29.39	30.13	30.87	31.64	32.41	33.23	34.03	34.88	35.73	Hourly
6415	ANIMAL SHELTER SUPERVISOR	FLM	3,850	3,946	4,042	4,143	4,244	4,350	4,456	4,567	4,679	Monthly
			22.21	22.77	23.32	23.90	24.48	25.10	25.71	26.35	26.99	Hourly
	DEVELOPMENT LIAISON	FLM	5,095	5,223	5,350	5,484	5,618	5,759	5,899	6,046	6,193	Monthly
			29.39	30.13	30.87	31.64	32.41	33.23	34.03	34.88	35.73	Hourly
6435	COMMUNICATIONS CENTER COORDINATOR	FLM	5,674	5,816	5,958	6,107	6,256	6,413	6,569	6,733	6,897	Monthly
			32.73	33.55	34.37	35.23	36.09	37.00	37.90	38.84	39.79	Hourly
6490	CONSTRUCTION INSPECTOR-SENIOR	FLM	5,157	5,286	5,415	5,551	5,686	5,828	5,970	6,119	6,269	Monthly
			29.75	30.50	31.24	32.03	32.80	33.62	34.44	35.30	36.17	Hourly
6444	CRIME ANALYST	FLM	4,293	4,401	4,508	4,621	4,733	4,852	4,970	5,094	5,218	Monthly
			24.77	25.39	26.01	26.66	27.31	27.99	28.67	29.39	30.11	Hourly
6463	CUSTOMER SERVICE MANAGER	FLM	5,095	5,223	5,350	5,484	5,618	5,759	5,899	6,046	6,193	Monthly
			29.39	30.13	30.87	31.64	32.41	33.23	34.03	34.88	35.73	Hourly
6520	ENGINEER - ASSOCIATE CIVIL	FLM	6,512	6,675	6,838	7,009	7,180	7,360	7,539	7,728	7,916	Monthly
			37.57	38.51	39.45	40.44	41.42	42.46	43.49	44.58	45.67	Hourly
6442	FACILITIES MAINTENANCE SUPERVISOR	FLM	5,651	5,793	5,934	6,083	6,231	6,387	6,543	6,707	6,870	Monthly
			32.60	33.42	34.23	35.09	35.95	36.85	37.75	38.69	39.64	Hourly
6450	FLEET MAINTENANCE SUPERVISOR	FLM	5,651	5,793	5,934	6,083	6,231	6,387	6,543	6,707	6,870	Monthly
			32.60	33.42	34.23	35.09	35.95	36.85	37.75	38.69	39.64	Hourly
6464*	INFORMATION TECHNOLOGY ANALYST	FLM	5,785	5,930	6,074	6,226	6,378	6,538	6,697	6,864	7,032	Monthly
			33.38	34.21	35.04	35.92	36.80	37.72	38.64	39.60	40.57	Hourly
6542	SENIOR INFORMATION TECHNOLOGY ANALYST	FLM	6,364	6,523	6,682	6,849	7,016	7,192	7,367	7,551	7,736	Monthly
			36.72	37.63	38.55	39.51	40.48	41.49	42.50	43.56	44.63	Hourly
6512	GROUND WATER DIST. SUPERVISOR	FLM	5,814	5,960	6,105	6,258	6,410	6,571	6,731	6,899	7,068	Monthly
			33.54	34.38	35.22	36.10	36.98	37.91	38.83	39.80	40.77	Hourly

6462	HOUSING PROGRAMS ANALYST II	FLM	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	Monthly Hourly
6480	LABORATORY MANAGER	FLM	6,547 37.77	6,711 38.72	6,874 39.66	7,046 40.65	7,218 41.64	7,399 42.69	7,579 43.73	7,769 44.82	7,958 45.91	Monthly Hourly
6485	LABORATORY SUPERVISOR	FLM	6,547 37.77	6,711 38.72	6,874 39.66	7,046 40.65	7,218 41.64	7,399 42.69	7,579 43.73	7,769 44.82	7,958 45.91	Monthly Hourly
6440	MAINTENANCE SUPERVISOR-STREETS	FLM	5,651 32.60	5,793 33.42	5,934 34.23	6,083 35.09	6,231 35.95	6,387 36.85	6,543 37.75	6,707 38.69	6,870 39.64	Monthly Hourly
6531	MAINTENANCE SUPERVISOR - WATER DISTRIBUTION 3	FLM	5,119 29.53	5,247 30.27	5,375 31.01	5,510 31.79	5,644 32.56	5,785 33.38	5,926 34.19	6,074 35.04	6,222 35.90	Monthly Hourly
6532	MAINTENANCE SUPERVISOR - WATER DISTRIBUTION 4	FLM	5,247 30.27	5,378 31.03	5,509 31.78	5,647 32.58	5,784 33.37	5,929 34.21	6,073 35.04	6,225 35.91	6,377 36.79	Monthly Hourly
6443	PARKS MAINTENANCE SUPERVISOR	FLM	5,651 32.60	5,793 33.42	5,934 34.23	6,083 35.09	6,231 35.95	6,387 36.85	6,543 37.75	6,707 38.69	6,870 39.64	Monthly Hourly
6495	PERMIT CENTER MANAGER	FLM	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	Monthly Hourly
6461	PLANNER-ASSOCIATE	FLM	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	5,759 33.23	5,899 34.03	6,046 34.88	6,193 35.73	Monthly Hourly
6465	PLANT MAINTENANCE SUPERVISOR	FLM	6,291 36.29	6,449 37.21	6,606 38.11	6,771 39.06	6,936 40.02	7,110 41.02	7,283 42.02	7,465 43.07	7,647 44.12	Monthly Hourly
6430	RECREATION SUPERVISOR I	FLM	5,200 30.00	5,330 30.75	5,460 31.50	5,597 32.29	5,733 33.08	5,877 33.91	6,020 34.73	6,171 35.60	6,321 36.47	Monthly Hourly
6445	RECREATION SUPERVISOR II	FLM	5,980 34.50	6,130 35.37	6,279 36.23	6,436 37.13	6,593 38.04	6,758 38.99	6,923 39.94	7,096 40.94	7,269 41.94	Monthly Hourly
6446	RECREATION SUPERVISOR III	FLM	6,579 37.96	6,744 38.91	6,908 39.85	7,081 40.85	7,253 41.84	7,435 42.89	7,616 43.94	7,806 45.03	7,996 46.13	Monthly Hourly
6610	WASTEWATER COLLECTIONS SUPERVISOR	FLM	6,291 36.29	6,449 37.21	6,606 38.11	6,771 39.06	6,936 40.02	7,110 41.02	7,283 42.02	7,465 43.07	7,647 44.12	Monthly Hourly
6496	WASTEWATER TRT FACILITY CHIEF OPERATOR	FLM	6,955 40.13	7,129 41.13	7,303 42.13	7,486 43.19	7,668 44.24	7,860 45.35	8,051 46.45	8,252 47.61	8,454 48.77	Monthly Hourly
6511	WASTEWATER TRT FACILITY SUPERVISOR	FLM	8,346 48.15	8,555 49.36	8,763 50.56	8,982 51.82	9,201 53.08	9,431 54.41	9,661 55.74	9,902 57.13	10,144 58.52	Monthly Hourly

6441	WATER DISTRIBUTION SUPERVISOR	FLM	6,955	7,129	7,303	7,486	7,668	7,860	8,051	8,253	8,454	Monthly
			40.13	41.13	42.13	43.19	44.24	45.35	46.45	47.61	48.77	Hourly
6560	WATER TREATMENT FACILITY CHIEF OPERATOR	FLM	6,955	7,129	7,303	7,486	7,668	7,860	8,051	8,252	8,454	Monthly
			40.13	41.13	42.13	43.19	44.24	45.35	46.45	47.61	48.77	Hourly
6510	WATER TREATMENT FACILITY SUPERVISOR	FLM	8,346	8,555	8,763	8,982	9,201	9,431	9,661	9,902	10,144	Monthly
			48.15	49.36	50.56	51.82	53.08	54.41	55.74	57.13	58.52	Hourly

Pensionable Compensation for New Members (PEPRA)

A shift differential of 5% of base pay shall be paid to those supervisors who are assigned to work an operator shift from 7:00pm to 7:00am.
 If a supervisor who is assigned to an operator shift elects to utilize vacation, sick leave, CTO or any other paid leave time, shall not be paid shift differential while on such leave.

Education Pay:

The Communications Center Coordinator (JCN 6035) shall receive education incentive pay.
 Education Incentive pay shall be base pay cumulative but not compounded and shall have a 7.5% cap.

POST Public Safety Dispatch Intermediate	2.50%
POST Public Safety Dispatch Advance	2.50%
AA or AS degree	2.50%
BA or BS degree	5.00%

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

First Level Managers who are certified as bilingual will receive a bilingual pay incentive of \$100.00 per month:

* Indicates classifications which are not eligible for overtime compensation and are exempt from the Fair Labor Standards Act (FLSA).

EMPLOYEE BARGAINING GROUPS

CON - Confidential	FLM - 1st Level Manager
PUE, Local #1 - General Employees	PD - Police Department
DH - Department Head	FIRE - Fire Department
MM - Middle Manager	PS - Police Sergeant
FM - Fire Management	

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JANUARY 1, 2022**

Elected Officials, Part-Time, Extra Help, Limited Term and At-Will Contract Employees

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
0110*	Intern Worker		15.00		TO		17.00	
4000	Public Works Maintenance Worker (Temp)		15.00	15.50	16.00	16.50	17.00	
4125	Water/Wastewater Operator-in-Training		15.00	15.50	16.00	16.50	17.00	
4105	Plan Checker-Permit Tech		4,252	4,465	4,688	4,922	5,169	
			24.53	25.76	27.05	28.40	29.82	
2030*	Reserve Police Officer (Level I) - see notes 1 & 2		19.28	-	-	-	-	
	Reserve Police Officer (Level Ia) - see notes 1,2&3		29.67	-	-	-	-	
2020*	Reserve Police Officer (Level II) - see notes 1 & 2		15.43	-	-	-	-	
2010*	Relief Public Safety Dispatcher		15.00	-	-	-	-	
300	Police Officer Trainee		15.00	-	-	-	-	
0200*	Recreation Worker		15.00		TO		50.00	
	(Sub Classifications)							
*	Recreation Leader I		15.00	15.43	16.20			
*	Recreation Leader II		16.20	17.01	17.86			
*	Recreation Leader III		17.86	18.75	19.69			
*	Recreation Specialist I		15.00		TO		25.00	
*	Recreation Specialist II		25.00		TO		50.00	
*	Lifeguard/Instructor I		16.20	17.01	17.86	18.75	19.69	
*	Lifeguard/Instructor II		19.69	20.67	21.70	22.79	23.93	
4116	Veterinary Assistant		2,600	2,730	2,867	3,010	3,160	
			15.00	15.75	16.54	17.37	18.23	
3410**	Fire Recruit		16.60	-	-	-	-	
3310	Fire Recruit - 40 hour work week		23.24	-	-	-	-	

Elected Officials

0011	City Council						7,200	Yearly
							600.00	Monthly
0800	City Treasurer						900	Yearly
							75.00	Monthly
0890	City Clerk						900	Yearly
							75.00	Monthly

- 1/ Reserves must serve a minimum of 16 hours per month reserve service.
- 2/ City purchases safety equipment and uniforms (except for regular employees who receive a uniform allowance). Shirts, ties, hats, and badge only are purchased.
- 3/ The Reserve Police Officer would only receive the higher pay after he/she has completed the Field Training Program, has already worked his/her mandatory sixteen hours per month, and is covering a shift or partial shift for a regular full-time Officer.
- * Indicates classifications which are not eligible for overtime compensation and are exempt from the Fair Labor Standards Act (FLSA).

** Indicates classifications whose hourly rates are computed on the basis of an average 56 hour duty week.
Effective date for minimum wage increases are based on the work date, not the pay date.

EMPLOYEE BARGAINING GROUPS

CON - Confidential	FLM - 1st Level Manager
PUE, Local #1 - General Employees	PD - Police Department
DH - Department Head	FIRE - Fire Department
MM - Middle Manager	PS - Police Sergeant
FM - Fire Management	