

CITY OF YUBA CITY  
STAFF REPORT

**Date:** June 7, 2022  
**To:** Honorable Mayor & Members of the City Council  
**From:** Human Resources Department  
**Presentation By:** Natalie Springer, Human Resources Director

---

**Summary**

**Subject:** Yuba City Firefighters' Local 3793 Wage Reopener Side Letter

**Recommendation:** A. Adopt a Resolution approving a wage reopener side letter with Yuba City Firefighters' Local 3793

B. Approve a supplemental appropriation to 2310-61210 in the amount of \$942,900

C. Approve a supplemental appropriation to 2310-61430 in the amount of \$236,000

D. Authorize the Finance Director to transfer funds from unallocated General Fund 301 in the amount of \$1,178,900

**Fiscal Impact:** An increase in cost of \$1,178,900 for FY 22/23.

---

**Purpose:**

To approve the Yuba City Firefighters' Local 3793 (Local 3793) wage reopener side letter for salary increases, equity adjustments, and new language for a 2023 wage reopener.

**Council's Strategic Goal:**

This side letter addresses the City Council's Strategic Goal of public safety.

**Background:**

Local 3793 Memorandum of Understanding (MOU) term was extended via side letter to July 1, 2019 through December 31, 2023. The MOU extension side letter included a wage reopener that agreed to discuss the City's financial position no later than the end of April 2022. Local 3793 and the City negotiations team met to discuss the wage reopener and have come to an agreement on a side letter that addresses salary increases, equity adjustments, and includes a modification to the wage reopened in 2023 to change it from April to May.

**Analysis:**

Local 3793 has agreed to a wage reopener side letter that:

1. Includes an 8% cost of living increase effective the first full pay period in July 2022;
2. Includes equity adjustments for identified classifications effective the first full pay period in July 2022;

Classification	Equity Adjustment
Fire Recruit	9.0%
Firefighter I	9.0%
Firefighter II	9.0%
Fire Apparatus Operator	9.5%
Fire Captain	10.0%
Fire Safety Inspector I	7.0%
Fire Safety Inspector II	7.0%

1. For a wage reopener to discuss the City's financial position no later than the end of May 2023 on the issue of wage to determine if an agreement can be reached on wage increases only with any changes to be effective the first full pay period in July 2023, unless agreed otherwise. If the parties cannot agree on a wage increase during a reopener, there shall be no salary adjustment for that year.

**Fiscal Impact:**

An increase in cost of \$1,178,900 for FY 22/23.

**Alternatives:**

Do not approve the Local 3793 side letter and provide staff direction.

**Recommendation:**

- A) Adopt a Resolution approving a wage reopener side letter with Yuba City Firefighters' Local 3793.
- B) Approve a supplemental appropriation to 2310-61210 in the amount of \$942,900.
- C) Approve a supplemental appropriation to 2310-61430 in the amount of \$236,000.
- D) Authorize the Finance Director to transfer funds from unallocated General Fund 301 in the amount of \$1,178,900.

**Attachments:**

1. Cost impact of Local 3793 Side Letter Terms
2. Resolution
3. Local 3793 Side Letter
4. Proposed Local 3793 Salary Schedule

Prepared By:  
Natalie Springer

Submitted By:  
Diana Langley

Human Resources Director

City Manager

# ATTACHMENT 1

**City of Yuba City**  
**Local 3793 - June 7, 2022 Staff Report**

	<i>On-going</i>	<i>One-time</i>	<i>Total</i>
<b>FY 2022-23</b>			
Salary increase - 8.0% COLA	\$ 1,178,900		1,178,900
Equity adjustments per the MOU to market, includes est. overtime (18%)			
<b>Total Cost</b>	\$ 1,178,900	\$ -	\$ 1,178,900
<i>General Fund</i>	\$ 1,178,900		\$ 1,178,900
<i>Water</i>	\$ -		\$ -
<i>Wastewater</i>	\$ -		\$ -
<i>SASA</i>	\$ -		\$ -
<i>VMF</i>	\$ -		\$ -

# ATTACHMENT 2

**RESOLUTION NO. \_\_\_\_\_**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY  
APPROVING THE YUBA CITY FIREFIGHTERS' LOCAL 3793 SIDE LETTER  
JULY 1, 2019 – DECEMBER 31, 2023 REGARDING WAGE REOPENER**

WHEREAS, the City recognizes the Yuba City Firefighters' Local 3793 (Local 3793) commitment to the City and its citizens while providing outstanding and dedicated service to all;

WHEREAS, the Local 3793's side letter has a wage reopener article;

WHEREAS, in response to the wage reopener, City staff and Local 3793 have negotiated a Side Letter for a cost of living increase, equity adjustments and to establish a wage reopener for May 2023;

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

Approve the attached Local 3793 Side Letter:

1. Includes a 8% cost of living increase effective the first full pay period in July 2022;
2. Includes equity adjustments for identified classifications effective the first full pay period in July 2022;

Classification	Equity Adjustment
Fire Recruit	9.0%
Firefighter I	9.0%
Firefighter II	9.0%
Fire Apparatus Operator	9.5%
Fire Captain	10.0%
Fire Safety Inspector I	7.0%
Fire Safety Inspector II	7.0%

3. For a wage reopener to discuss the City's financial position no later than the end of May 2023 on the issue of wage to determine if an agreement can be reached on wage increases only with any changes to be effective the first full pay period in July 2023, unless agreed otherwise. If the parties cannot agree on a wage increase during a reopener, there shall be no salary adjustment for that year.

Authorize staff to make any necessary clarifying language changes as long as the changes do not modify the Side Letter's substantive terms or past practice.

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 7<sup>th</sup> day of June 2022.

AYES:

NOES:

ABSENT:

---

Dave Shaw, Mayor

ATTEST:

---

Ciara Wakefield, Deputy City Clerk

Approved as to form:

---

Stacey Sheston  
BB&K, Special Counsel



# ATTACHMENT 3

Yuba City and Yuba City Firefighters' Local 3793  
Side Letter of Agreement to the  
2021-2024 MOU

The City of Yuba City ("City") and Yuba City Firefighters' Local 3793 have met and conferred in good faith pursuant to the requirements of the Meyers-Milias-Brown Act to amend provisions of their Memorandum of Understanding ("MOU"), including applicable side letters, with a current term of July 1, 2019, through December 31, 2023. This side letter of Agreement describes the Parties' full and complete agreement to amend that MOU.

Term

The Term of the Agreement will be July 1, 2019, through December 31, 2023.

Salary Increases

Effective the first full pay period in July 2022, all classifications shall receive a cost of living increase of eight percent (8.0%) salary increase.

Effective the first full pay period in July 2022, the below classifications will receive equity adjustments as follows:

Classification	Equity Adjustment
Fire Recruit	9.0%
Firefighter I	9.0%
Firefighter II	9.0%
Fire Apparatus Operator	9.5%
Fire Captain	10.0%
Fire Safety Inspector I	7.0%
Fire Safety Inspector II	7.0%

Wage Reopener

The parties agree to a reopener to discuss the City's financial position no later than the end of May 2023 on the issue of wage, to determine if an agreement can be reached on wage increases only with any changes to be effective the first full pay period in July 2023,

unless agreed otherwise. If the parties cannot agree on a wage increase during a reopener, there shall be no salary adjustment for that year.

This Side letter shall replace the side letter signed by the parties on June 9, 2021.

Date: 5/17/22


Date: 5/23/2022


City of Yuba City

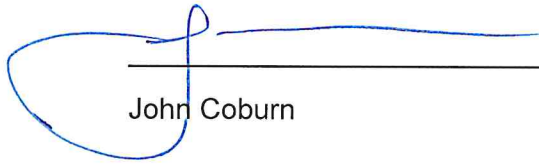
Local 3793

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

  
\_\_\_\_\_  
Kevin Kennedy

  
\_\_\_\_\_  
Michael W. Jarvis, Liebert Cassidy Whitmore

  
\_\_\_\_\_  
Brett Geyer

  
\_\_\_\_\_  
John Coburn

# ATTACHMENT 4

**CITY OF YUBA CITY  
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN  
EFFECTIVE JULY 2, 2022**

**Fire Association**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
3110**	FIRE RECRUIT	FIRE	-	-	-	-	4,950	Monthly
			-	-	-	-	20.40	Hourly
3120**	FIREFIGHTER I	FIRE	-	-	-	-	5,491	Monthly
			-	-	-	-	22.63	Hourly
3130**	FIREFIGHTER II	FIRE	-	-	-	-	8,382	Monthly
			-	-	-	-	34.54	Hourly
3140**	FIRE APPARATUS OPERATOR	FIRE	-	-	-	8,790	9,230	Monthly
			-	-	-	36.22	38.04	Hourly
3150**	FIRE CAPTAIN	FIRE	8,694	9,129	9,585	10,064	10,567	Monthly
			35.83	37.62	39.50	41.47	43.54	Hourly
3160	FIRE SAFETY INSPECTOR I	FIRE	5,843	6,135	6,442	6,764	7,102	Monthly
			33.71	35.39	37.17	39.02	40.97	Hourly
3170	FIRE SAFETY INSPECTOR II	FIRE	6,518	6,844	7,186	7,545	7,922	Monthly
			37.60	39.48	41.46	43.53	45.70	Hourly

**FIRE DEPARTMENT CLASSIFICATIONS CALCULATED ON A 40 HOUR WORK WEEK:**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS				
			1	2	3	4	5
3250	FIRE CAPTAIN	FIRE	8,694	9,129	9,585	10,064	10,567
3210	FIRE RECRUIT	FIRE	50.16	52.67	55.30	58.06	60.96
3220	FIREFIGHTER I	FIRE					28.56
3230	FIREFIGHTER II	FIRE					5,491
3240	FIRE - APPARATUS OPERATOR	FIRE				8,790	9,230
						50.71	53.25

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

\*\* Indicates classifications whose hourly rates are computed on the basis of an average 56 hour duty week.

**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               | PSMM - Police Sworn Mid Manager |
| FM - Fire Management              | PS - Police Sergeant            |