

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

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**Summary**

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

**Recommendation:** A. Adopt a Resolution approving a wage reopener side letter with the Public Employees Union, Local 1

B. Approve supplemental appropriations as required to the impacted divisions in the five funds: General, Water, Wastewater, SASA, and Vehicle Maintenance

C. Authorize the Finance Director to transfer funds from unallocated General Fund 301 in the amount of \$388,000

**Fiscal Impact:** An increase in cost of \$672,400 for FY 22/23.

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**Purpose:**

To approve the Public Employees' Union, Local 1 (Local 1) wage reopener side letter for salary increases and equity adjustments.

**Council's Strategic Goal:**

This side letter addresses the City Council's Strategic Goal of fiscal responsibility as it helps to address sustainability of the City's workforce.

**Background:**

Local 1's Memorandum of Understanding (MOU) term is July 1, 2022 through June 30, 2023. The MOU includes a wage reopener that agreed to discuss the City's financial position no later than the end of April 2022. Local 1 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 establishes a committee to discuss issues for some additional specific classifications.

**Analysis:**

Local 1 has agreed to a wage reopener side letter:

1. Includes a 5% cost of living increase effective the first full pay period in July 2022;

2. Includes equity adjustments for identified classifications effective July 2, 2022;
3. Establishes a joint labor-management committee to review and continue discussions regarding additional identified classifications and recommend additional equity adjustments. These proposed adjustments will be brought to Council for consideration on a future date and would be effective the first full pay period following adoption and a lump sum adjustment for the period from July 2, 2022 and the effective date of the adjustment.

**Fiscal Impact:**

An increase in cost of \$672,400 for FY 22/23.

**Alternatives:**

Do not approve the Public Employees Union, Local 1 side letter and provide staff direction.

**Recommendation:**

- A) Adopt a Resolution approving a wage reopener side letter with the Public Employees Union, Local 1.
- B) Approve supplemental appropriations as required to the impacted divisions in the five funds: General, Water, Wastewater, SASA, and Vehicle Maintenance.
- C) Authorize the Finance Director to transfer funds from unallocated General Fund 301 in the amount of \$388,000. This is the General Fund amount only. The other funds will not need transfers in.

**Attachments:**

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

**Prepared By:**

Natalie Springer  
Human Resources Director

**Submitted By:**

Diana Langley  
City Manager

# ATTACHMENT 1

**City of Yuba City**  
**Local 1 - June 7, 2022 Staff Report**

	<i>On-going</i>	<i>One-time</i>	<i>Total</i>
<b>FY 2022-23</b>			
Salary increase - 5.0% COLA	\$ 672,400		672,400
Select equity adjustments per the MOU to market			
<b>Total Cost</b>	\$ 672,400	\$ -	\$ 672,400
<i>General Fund</i>	<i>\$ 388,000</i>	<i>\$</i>	<i>388,000</i>
<i>Water</i>	<i>\$ 56,600</i>	<i>\$</i>	<i>56,600</i>
<i>Wastewater</i>	<i>\$ 153,000</i>	<i>\$</i>	<i>153,000</i>
<i>SASA</i>	<i>\$ 62,700</i>	<i>\$</i>	<i>62,700</i>
<i>VMF</i>	<i>\$ 12,100</i>	<i>\$</i>	<i>12,100</i>

# ATTACHMENT 2

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

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY  
APPROVING THE PUBLIC EMPLOYEES' UNION LOCAL 1 SIDE LETTER  
JULY 1, 2020 – JUNE 30, 2023 REGARDING WAGE REOPENER**

WHEREAS, the City recognizes the Public Employees' Union, Local 1 (Local 1) commitment to the City and its citizens while providing outstanding and dedicated service to all;

WHEREAS, the Local 1 Memorandum of Understanding has a wage reopener article;

WHEREAS, in response to the wage reopener, City staff and Local 1 have negotiated a Side Letter for a cost of living increase, equity adjustments and to establish a committee for discussing additional identified classifications' equity adjustments;

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

Approve the attached Local 1 Side Letter:

1. Effective the first full pay period in July 2022, all classifications receive a 5% cost of living salary increase.
2. Effective July 2, 2022 the identified classifications receive equity adjustments as outlined in the side letter.
3. Establish a joint labor-management committee to continue reviewing and discussing equity adjustments for classifications as identified in the side letter. Any such additional equity adjustments recommended by the committee will be presented for City Council consideration at a future date in an additional side letter.

In addition, 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:

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Dave Shaw, Mayor

ATTEST:



# ATTACHMENT 3



Yuba City and Local 1  
Side Letter of Agreement to the  
2021-2024 MOU

The City of Yuba City ("City") and Public Employees' Local 1 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, 2020, through June 30, 2023. This side letter of Agreement describes the Parties' full and complete agreement to amend that MOU.

The Parties have agreed to replace Article 4 of the MOU as follows:

Article 4 – Wages

1. Salary Schedule

Employees hired before June 5, 2018, shall be on the five (5) step salary schedule. Employees hired after June 4, 2018, shall be on the nine (9) step salary schedule. The salary schedules are attached as Appendix "B" Salary Schedule.

2. Merit Increases

The following language replaces the Rules §1.11, B, Merit Salary Increases:

Merit salary increases are not automatic. They are based on performance as judged by the department. Department Heads may approve increases only for those employees who have demonstrated appropriate standards of work performance. Merit increases may be recommended to the next highest step in the salary range for the classification. Department Heads may recommend an additional merit step increase based on exceptional performance by an employee. This action must be approved in advance by the City Manager. When a merit increase is denied the employee may appeal such decision through their chain of command up to the Department Head, the appointing authority's decision will be final.

3. Salary Increases

Effective the first full pay period in July 2022, all classifications shall receive a cost of living increase of five percent (5.0%) salary increase.

Effective July 2, 2022, the below classifications will receive equity adjustments as follows:

Classification	Equity Adjustment
Accountant I	16.0%
Accountant II	16.0%
Account Clerk Intermediate	7.75%
Accounting Technician	10.0%
Administrative Clerk I	19.5%
Administrative Clerk II	19.5%
Animal Services Officer I	26.25%
Animal Services Officer II	26.25%
Assistant Civil Engineer	7.75%
Building Inspector I	1.25%
Building Inspector II	1.25%
Building Maintenance Worker I	19.25%
Building Maintenance Worker II	19.25%
Code Enforcement Officer	11.0%
Community Development Technician I	18.75%
Community Development Technician II	18.75%
Construction Inspector	25.0%
Customer Services Representative I	14.0%
Customer Services Representative II	14.0%
Engineering Technician I	24.5%
Engineering Technician II	24.5%
Engineering Technician III	24.5%
Information Systems Technician I	12.0%
Information Systems Technician II	12.0%
Plans Examiner	29.5%
Plant Maintenance Mechanic Senior	8.25%

Wastewater Collection Maintenance I 2.25%

Wastewater Collection Maintenance II 2.25%

For the classifications of Electrical Technician, Environmental Compliance Inspector, Instrumentation Technician, Park Maintenance Worker, Public Works Maintenance Worker, Recreation Coordinator, Wastewater Treatment Facility Operator, Water Distribution Operator, and Water Treatment Plant Operator the City and Local 1 will create a committee to review historic benchmarks and evaluate the proper adjustments for these classifications. Any adjustments will take effect the first full pay period following adoption by the City Council. Employees will receive a lump sum equal to the amount the employee would have received as a result of the adjustment in base pay for the period between July 2, 2022, and the effective date of the adjustment.

For the classifications of Custodian, Field Customer Service Representative, Kennel Attendant, Lab Analyst, Lab Assistant and any missing classification in the salary survey there was not enough information to determine market adjustments; therefore, the City and Local 1 will create a committee to review these classifications for the proper adjustments. Any adjustments will take effect the first full pay period following adoption by the City Council. Employees will receive a lump sum equal to the amount the employee would have received as a result of the adjustment in base pay for the period between July 2, 2022, and the effective date of the adjustment.

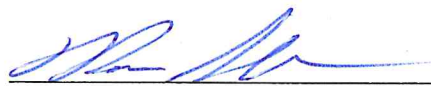
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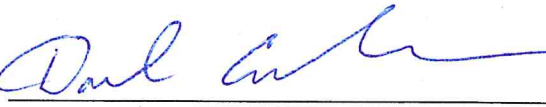
City of Yuba City

Local 1

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

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

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

  
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Dave Calonder

# ATTACHMENT 4

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

**Public Employees Union, Local #1**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4101	ACCOUNTANT I	PEU, Local 1	5,552 32.03	5,830 33.63	6,122 35.32	6,428 37.08	6,749 38.94	Monthly Hourly
4100	ACCOUNT CLERK-INTERMEDIATE	PEU, Local 1	3,860 22.27	4,053 23.38	4,256 24.55	4,469 25.78	4,692 27.07	Monthly Hourly
4162	ACCOUNT CLERK-SENIOR	PEU, Local 1	4,138 23.87	4,345 25.07	4,562 26.32	4,790 27.63	5,029 29.02	Monthly Hourly
4244	ADMINISTRATIVE ANALYST I	PEU, Local 1	4,530 26.13	4,756 27.44	4,994 28.81	5,244 30.25	5,507 31.77	Monthly Hourly
4020	ADMINISTRATIVE ASSISTANT	PEU, Local 1	4,487 25.89	4,711 27.18	4,947 28.54	5,194 29.97	5,454 31.47	Monthly Hourly
4040	ADMINISTRATIVE CLERK I	PEU, Local 1	3,236 18.67	3,398 19.60	3,568 20.58	3,746 21.61	3,934 22.69	Monthly Hourly
4060	ADMINISTRATIVE CLERK II	PEU, Local 1	3,561 20.54	3,739 21.57	3,926 22.65	4,122 23.78	4,328 24.97	Monthly Hourly
4085	ADMINISTRATIVE CLERK III	PEU, Local 1	3,457 19.94	3,630 20.94	3,811 21.99	4,002 23.09	4,202 24.24	Monthly Hourly
4090	ANIMAL SERVICES OFFICER I	PEU, Local 1	3,941 22.74	4,138 23.87	4,345 25.07	4,562 26.32	4,790 27.63	Monthly Hourly
4095	ANIMAL SERVICES OFFICER II	PEU, Local 1	4,319 24.92	4,535 26.16	4,762 27.47	5,000 28.85	5,250 30.29	Monthly Hourly
4155	ARBORIST, SENIOR	PEU, Local 1	4,013 23.15	4,214 24.31	4,425 25.53	4,646 26.80	4,878 28.14	Monthly Hourly

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**Public Employees Union, Local #1**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4270	BUILDING INSPECTOR I	PEU, Local 1	5,195 29.97	5,455 31.47	5,728 33.05	6,014 34.70	6,315 36.43	Monthly Hourly
4292	BUILDING INSPECTOR II	PEU, Local 1	5,975 34.47	6,274 36.20	6,588 38.01	6,917 39.91	7,262 41.90	Monthly Hourly
4062	BUILDING MAINTENANCE WORKER I	PEU, Local 1	4,212 24.30	4,423 25.52	4,644 26.79	4,876 28.13	5,120 29.54	Monthly Hourly
4121	BUILDING MAINTENANCE WORKER II	PEU, Local 1	4,604 26.56	4,834 27.89	5,076 29.28	5,330 30.75	5,597 32.29	Monthly Hourly
4285	CODE ENFORCEMENT OFFICER	PEU, Local 1	5,310 30.63	5,576 32.17	5,855 33.78	6,148 35.47	6,456 37.24	Monthly Hourly
4115	COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	4,385 25.30	4,604 26.56	4,834 27.89	5,076 29.28	5,329 30.75	Monthly Hourly
4144	COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	4,822 27.82	5,063 29.21	5,316 30.67	5,582 32.20	5,861 33.81	Monthly Hourly
4243	CONSTRUCTION INSPECTOR	PEU, Local 1	5,746 33.15	6,033 34.81	6,335 36.55	6,652 38.38	6,984 40.30	Monthly Hourly
4050	CUSTODIAN I	PEU, Local 1	2,802 16.17	2,942 16.97	3,089 17.82	3,243 18.71	3,405 19.64	Monthly Hourly
4082	CUSTODIAN II	PEU, Local 1	3,229 18.63	3,390 19.56	3,559 20.53	3,737 21.56	3,924 22.64	Monthly Hourly
4030	CUSTOMER SERVICES REP I	PEU, Local 1	3,461 19.97	3,634 20.97	3,816 22.02	4,007 23.12	4,207 24.27	Monthly Hourly
4070	CUSTOMER SERVICES REP II	PEU, Local 1	3,793 21.88	3,983 22.98	4,182 24.13	4,391 25.33	4,610 26.60	Monthly Hourly
4161	CUSTOMER SERVICES REP.-SENIOR	PEU, Local 1	3,833 22.11	4,025 23.22	4,226 24.38	4,437 25.60	4,659 26.88	Monthly Hourly
4170	ELECTRICAL TECHNICIAN I	PEU, Local 1	5,004 28.87	5,254 30.31	5,517 31.83	5,793 33.42	6,083 35.09	Monthly Hourly
4265	ELECTRICAL TECHNICIAN II	PEU, Local 1	5,755 33.20	6,043 34.86	6,345 36.61	6,662 38.43	6,995 40.36	Monthly Hourly

**CITY OF YUBA CITY  
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**Public Employees Union, Local #1**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4280	ELECTRICAL TECHNICIAN III	PEU, Local 1	6,619 38.19	6,950 40.10	7,297 42.10	7,662 44.20	8,045 46.41	Monthly Hourly
4300	ENGINEER - ASSISTANT	PEU, Local 1	6,333 36.54	6,650 38.37	6,982 40.28	7,331 42.29	7,697 44.41	Monthly Hourly
4215	ENGINEERING TECHNICIAN I	PEU, Local 1	4,925 28.41	5,171 29.83	5,430 31.33	5,702 32.90	5,987 34.54	Monthly Hourly
4250	ENGINEERING TECHNICIAN II	PEU, Local 1	5,324 30.72	5,590 32.25	5,870 33.87	6,164 35.56	6,472 37.34	Monthly Hourly
4295	ENGINEERING TECHNICIAN III	PEU, Local 1	6,132 35.38	6,439 37.15	6,761 39.01	7,099 40.96	7,454 43.00	Monthly Hourly
4160	ENGINEERING TECHNICIAN GIS	PEU, Local 1	4,317 24.91	4,533 26.15	4,760 27.46	4,998 28.83	5,248 30.28	Monthly Hourly
4590	ENVIRONMENTAL COMPLIANCE INSPECTOR	PEU, Local 1	5,698 32.87	5,983 34.52	6,282 36.24	6,596 38.05	6,926 39.96	Monthly Hourly
4036	FIELD CUSTOMER SERVICE REP I	PEU, Local 1	3,110 17.94	3,265 18.84	3,428 19.78	3,599 20.76	3,779 21.80	Monthly Hourly
4083	FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,406 19.65	3,576 20.63	3,755 21.66	3,943 22.75	4,141 23.89	Monthly Hourly
4246	INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	5,381 31.04	5,650 32.60	5,932 34.22	6,229 35.94	6,540 37.73	Monthly Hourly
4260	INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	5,920 34.15	6,216 35.86	6,527 37.66	6,853 39.54	7,195 41.51	Monthly Hourly
4281	INSTRUMENTATION TECHNICIAN I	PEU, Local 1	5,005 28.88	5,255 30.32	5,518 31.83	5,794 33.43	6,084 35.10	Monthly Hourly
4282	INSTRUMENTATION TECHNICIAN II	PEU, Local 1	5,755 33.20	6,043 34.86	6,345 36.61	6,662 38.43	6,995 40.36	Monthly Hourly
4283	INSTRUMENTATION TECHNICIAN III	PEU, Local 1	6,619 38.19	6,950 40.10	7,297 42.10	7,662 44.20	8,044 46.41	Monthly Hourly
4110	KENNEL ATTENDANT I	PEU, Local 1	2,730 15.75	2,867 16.54	3,010 17.37	3,161 18.24	3,319 19.15	Monthly Hourly

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EFFECTIVE JULY 2, 2022**

**Public Employees Union, Local #1**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4111	KENNEL ATTENDANT II	PEU, Local 1	3,034 17.50	3,186 18.38	3,345 19.30	3,512 20.26	3,687 21.27	Monthly Hourly
4112	KENNEL CARE TECHNICIAN - LEAD	PEU, Local 1	3,229 18.63	3,390 19.56	3,559 20.53	3,737 21.56	3,924 22.64	Monthly Hourly
4530	LABORATORY ANALYST I	PEU, Local 1	4,523 26.09	4,749 27.40	4,986 28.77	5,235 30.20	5,497 31.71	Monthly Hourly
4581	LABORATORY ANALYST II	PEU, Local 1	4,975 28.70	5,224 30.14	5,485 31.64	5,759 33.23	6,047 34.88	Monthly Hourly
4064	LABORATORY ASSISTANT	PEU, Local 1	3,769 21.74	3,957 22.83	4,155 23.97	4,363 25.17	4,581 26.43	Monthly Hourly
4220	MECHANIC	PEU, Local 1	4,486 25.88	4,710 27.17	4,946 28.53	5,193 29.96	5,452 31.46	Monthly Hourly
4225	MECHANIC-LEAD	PEU, Local 1	5,161 29.78	5,419 31.26	5,690 32.83	5,974 34.47	6,273 36.19	Monthly Hourly
4063	PARK MAINTENANCE WORKER I	PEU, Local 1	3,184 18.37	3,343 19.29	3,510 20.25	3,686 21.27	3,870 22.33	Monthly Hourly
4065	PARK MAINTENANCE WORKER I (a)	PEU, Local 1	3,184 18.37	- -	- -	- -	- -	Monthly Hourly
4122	PARK MAINTENANCE WORKER II	PEU, Local 1	3,491 20.14	3,666 21.15	3,849 22.21	4,041 23.31	4,243 24.48	Monthly Hourly
4200	PARK MAINTENANCE WORKER III	PEU, Local 1	4,013 23.15	4,214 24.31	4,425 25.53	4,646 26.80	4,878 28.14	Monthly Hourly
4245	PLANNER-ASSISTANT	PEU, Local 1	4,893 28.23	5,138 29.64	5,395 31.13	5,665 32.68	5,948 34.31	Monthly Hourly
4255	PLANS EXAMINER	PEU, Local 1	6,303 36.36	6,618 38.18	6,949 40.09	7,296 42.09	7,661 44.20	Monthly Hourly
4140	PLANT MAINTENANCE MECHANIC	PEU, Local 1	4,955 28.59	5,203 30.02	5,463 31.52	5,736 33.09	6,023 34.75	Monthly Hourly
4221	PLANT MAINTENANCE MECHANIC -SENIOR	PEU, Local 1	6,145 35.45	6,452 37.22	6,775 39.09	7,114 41.04	7,470 43.10	Monthly Hourly



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**Public Employees Union, Local #1**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4061	PUBLIC WORKS MAINTENANCE WORKER I	PEU, Local 1	3,184 18.37	3,343 19.29	3,510 20.25	3,686 21.27	3,870 22.33	Monthly Hourly
4120	PUBLIC WORKS MAINTENANCE WORKER II	PEU, Local 1	3,491 20.14	3,666 21.15	3,849 22.21	4,041 23.31	4,243 24.48	Monthly Hourly
4150	PUBLIC WORKS MAINTENANCE WORKER III	PEU, Local 1	4,027 23.23	4,228 24.39	4,439 25.61	4,661 26.89	4,894 28.23	Monthly Hourly
4185	PW MAINTENANCE WORKER - SENIOR	PEU, Local 1	4,623 26.67	4,854 28.00	5,097 29.41	5,352 30.88	5,620 32.42	Monthly Hourly
4080	RECREATION COORDINATOR	PEU, Local 1	2,964 17.10	3,112 17.95	3,268 18.85	3,431 19.79	3,603 20.78	Monthly Hourly
4117	REGISTERED VETERINARY TECH	PEU, Local 1	3,258 18.80	3,421 19.74	3,592 20.72	3,772 21.76	3,960 22.85	Monthly Hourly
4135	SWEEPER OPERATOR	PEU, Local 1	4,018 23.18	4,219 24.34	4,430 25.56	4,651 26.83	4,884 28.18	Monthly Hourly
4058	UTILITIES TREATMENT PLANT MAINTENANCE WORKER I	PEU, Local 1	3,184 18.37	3,343 19.29	3,510 20.25	3,686 21.27	3,870 22.33	Monthly Hourly
4118	UTILITIES TREATMENT PLANT MAINTENANCE WORKER II	PEU, Local 1	3,491 20.14	3,666 21.15	3,849 22.21	4,041 23.31	4,243 24.48	Monthly Hourly
4236	WASTEWATER COLLECTIONS MAINTENANCE WORKER I	PEU, Local 1	3,252 18.76	3,415 19.70	3,586 20.69	3,765 21.72	3,953 22.80	Monthly Hourly
4237	WASTEWATER COLLECTIONS MAINTENANCE WORKER II	PEU, Local 1	5,061 29.20	5,314 30.66	5,580 32.19	5,859 33.80	6,152 35.49	Monthly Hourly
4238	WASTEWATER COLLECTIONS MAINTENANCE WORKER III	PEU, Local 1	5,698 32.87	5,983 34.52	6,282 36.24	6,596 38.05	6,926 39.96	Monthly Hourly
4166	WASTEWATER TREATMENT FACILITY OP. TRAINEE/ I	PEU, Local 1	4,970 28.67	5,218 30.10	5,479 31.61	5,753 33.19	6,040 34.85	Monthly Hourly
4235	WASTEWATER TREATMENT FACILITY OP. II	PEU, Local 1	5,714 32.97	6,000 34.62	6,300 36.35	6,615 38.16	6,945 40.07	Monthly Hourly
4293	WASTEWATER TREATMENT FACILITY OP. III	PEU, Local 1	6,571 37.91	6,900 39.81	7,245 41.80	7,607 43.89	7,988 46.08	Monthly Hourly

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**Public Employees Union, Local #1**

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			1	2	3	4	5	
4284	WATER DISTRIBUTION OPERATOR I	PEU, Local 1	4,857 28.02	5,100 29.42	5,355 30.89	5,623 32.44	5,904 34.06	Monthly Hourly
4286	WATER DISTRIBUTION OPERATOR II	PEU, Local 1	5,586 32.23	5,865 33.84	6,158 35.53	6,466 37.30	6,789 39.17	Monthly Hourly
4287	WATER DISTRIBUTION OPERATOR III	PEU, Local 1	6,425 37.07	6,746 38.92	7,083 40.86	7,437 42.91	7,808 45.05	Monthly Hourly
4131	WATER TREATMENT FACILITY OPER.TRAINEE	PEU, Local 1	4,321 24.93	4,537 26.18	4,764 27.48	5,002 28.86	5,252 30.30	Monthly Hourly
4180	WATER TREATMENT FACILITY OPERATOR II	PEU, Local 1	4,970 28.67	5,218 30.10	5,479 31.61	5,753 33.19	6,040 34.85	Monthly Hourly
4230	WATER TREATMENT FACILITY OPERATOR III	PEU, Local 1	5,714 32.97	6,000 34.62	6,300 36.35	6,615 38.16	6,945 40.07	Monthly Hourly
4291	WATER TREATMENT FACILITY OPERATOR IV	PEU, Local 1	6,571 37.91	6,900 39.81	7,245 41.80	7,607 43.89	7,988 46.08	Monthly 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:

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

**Public Employees Union, Local #1**

**EFFECTIVE 06/09/18 - NEW HIRES ONLY**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5101	ACCOUNTANT I	PEU, Local 1	5,552 32.03	5,691 32.83	5,830 33.63	5,976 34.48	6,122 35.32	6,275 36.20	6,428 37.08	6,588 38.01	6,749 38.94	Monthly Hourly
5100	ACCOUNT CLERK-INTERMEDIATE	PEU, Local 1	3,860 22.27	3,957 22.83	4,053 23.38	4,155 23.97	4,256 24.55	4,363 25.17	4,469 25.78	4,581 26.43	4,692 27.07	Monthly Hourly
5162	ACCOUNT CLERK-SENIOR	PEU, Local 1	4,138 23.87	4,242 24.47	4,345 25.07	4,454 25.70	4,562 26.32	4,676 26.98	4,790 27.63	4,910 28.33	5,029 29.02	Monthly Hourly
5244	ADMINISTRATIVE ANALYST I	PEU, Local 1	4,530 26.13	4,643 26.79	4,756 27.44	4,875 28.13	4,994 28.81	5,119 29.53	5,244 30.25	5,375 31.01	5,507 31.77	Monthly Hourly
5020	ADMINISTRATIVE ASSISTANT	PEU, Local 1	4,487 25.89	4,599 26.53	4,711 27.18	4,829 27.86	4,947 28.54	5,071 29.26	5,194 29.97	5,324 30.72	5,454 31.47	Monthly Hourly
5040	ADMINISTRATIVE CLERK I	PEU, Local 1	3,236 18.67	3,317 19.14	3,398 19.60	3,483 20.09	3,568 20.58	3,657 21.10	3,746 21.61	3,840 22.15	3,934 22.69	Monthly Hourly
5060	ADMINISTRATIVE CLERK II	PEU, Local 1	3,561 20.54	3,650 21.06	3,739 21.57	3,833 22.11	3,926 22.65	4,024 23.22	4,122 23.78	4,225 24.38	4,328 24.97	Monthly Hourly
5085	ADMINISTRATIVE CLERK III	PEU, Local 1	3,457 19.94	3,544 20.45	3,630 20.94	3,721 21.47	3,811 21.99	3,907 22.54	4,002 23.09	4,102 23.67	4,202 24.24	Monthly Hourly
5090	ANIMAL SERVICES OFFICER I	PEU, Local 1	3,941 22.74	4,040 23.31	4,138 23.87	4,242 24.47	4,345 25.07	4,454 25.70	4,562 26.32	4,676 26.98	4,790 27.63	Monthly Hourly
5095	ANIMAL SERVICES OFFICER II	PEU, Local 1	4,319 24.92	4,427 25.54	4,535 26.16	4,649 26.82	4,762 27.47	4,881 28.16	5,000 28.85	5,125 29.57	5,250 30.29	Monthly Hourly
5155	ARBORIST, SENIOR	PEU, Local 1	4,013 23.15	4,114 23.73	4,214 24.31	4,320 24.92	4,425 25.53	4,536 26.17	4,646 26.80	4,762 27.47	4,878 28.14	Monthly Hourly
5270	BUILDING INSPECTOR I	PEU, Local 1	5,195 29.97	5,325 30.72	5,455 31.47	5,592 32.26	5,728 33.05	5,871 33.87	6,014 34.70	6,165 35.57	6,315 36.43	Monthly Hourly
5292	BUILDING INSPECTOR II	PEU, Local 1	5,975 34.47	6,125 35.34	6,274 36.20	6,431 37.10	6,588 38.01	6,753 38.96	6,917 39.91	7,090 40.90	7,262 41.90	Monthly Hourly
5062	BUILDING MAINTENANCE WORKER I	PEU, Local 1	4,212 24.30	4,318 24.91	4,423 25.52	4,534 26.16	4,644 26.79	4,760 27.46	4,876 28.13	4,998 28.83	5,120 29.54	Monthly Hourly
5121	BUILDING MAINTENANCE WORKER II	PEU, Local 1	4,604 26.56	4,719 27.23	4,834 27.89	4,955 28.59	5,076 29.28	5,203 30.02	5,330 30.75	5,463 31.52	5,597 32.29	Monthly Hourly

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

Public Employees Union, Local #1		Bargaining Group	EFFECTIVE 06/09/18 - NEW HIRES ONLY									
			SALARY STEPS									
JCN	CLASSIFICATION		1	2	3	4	5	6	7	8	9	
5285	CODE ENFORCEMENT OFFICER	PEU, Local 1	5,310 30.63	5,443 31.40	5,576 32.17	5,716 32.98	5,855 33.78	6,002 34.63	6,148 35.47	6,302 36.36	6,456 37.24	Monthly Hourly
5115	COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	4,385 25.30	4,495 25.93	4,604 26.56	4,719 27.23	4,834 27.89	4,955 28.59	5,076 29.28	5,203 30.02	5,329 30.75	Monthly Hourly
5144	COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	4,822 27.82	4,943 28.52	5,063 29.21	5,190 29.94	5,316 30.67	5,449 31.44	5,582 32.20	5,721 33.01	5,861 33.81	Monthly Hourly
5243	CONSTRUCTION INSPECTOR	PEU, Local 1	5,746 33.15	5,890 33.98	6,033 34.81	6,184 35.68	6,335 36.55	6,494 37.47	6,652 38.38	6,818 39.33	6,984 40.30	Monthly Hourly
5050	CUSTODIAN I	PEU, Local 1	2,802 16.17	2,872 16.57	2,942 16.97	3,016 17.40	3,089 17.82	3,166 18.27	3,243 18.71	3,324 19.18	3,405 19.64	Monthly Hourly
5082	CUSTODIAN II	PEU, Local 1	3,229 18.63	3,310 19.10	3,390 19.56	3,475 20.05	3,559 20.53	3,648 21.05	3,737 21.56	3,831 22.10	3,924 22.64	Monthly Hourly
5030	CUSTOMER SERVICES REP I	PEU, Local 1	3,461 19.97	3,548 20.47	3,634 20.97	3,725 21.49	3,816 22.02	3,912 22.57	4,007 23.12	4,107 23.69	4,207 24.27	Monthly Hourly
5070	CUSTOMER SERVICES REP II	PEU, Local 1	3,793 21.88	3,888 22.43	3,983 22.98	4,083 23.56	4,182 24.13	4,287 24.73	4,391 25.33	4,501 25.97	4,610 26.60	Monthly Hourly
5161	CUSTOMER SERVICES REP.-SENIOR	PEU, Local 1	3,833 22.11	3,929 22.67	4,025 23.22	4,126 23.80	4,226 24.38	4,332 24.99	4,437 25.60	4,548 26.24	4,659 26.88	Monthly Hourly
5170	ELECTRICAL TECHNICIAN I	PEU, Local 1	5,004 28.87	5,129 29.59	5,254 30.31	5,386 31.07	5,517 31.83	5,655 32.63	5,793 33.42	5,938 34.26	6,083 35.09	Monthly Hourly
5265	ELECTRICAL TECHNICIAN II	PEU, Local 1	5,755 33.20	5,899 34.03	6,043 34.86	6,194 35.73	6,345 36.61	6,504 37.52	6,662 38.43	6,829 39.40	6,995 40.36	Monthly Hourly
5280	ELECTRICAL TECHNICIAN III	PEU, Local 1	6,619 38.19	6,785 39.14	6,950 40.10	7,124 41.10	7,297 42.10	7,480 43.15	7,662 44.20	7,853 45.31	8,045 46.41	Monthly Hourly
5300	ENGINEER - ASSISTANT	PEU, Local 1	6,333 36.54	6,492 37.45	6,650 38.37	6,816 39.32	6,982 40.28	7,157 41.29	7,331 42.29	7,514 43.35	7,697 44.41	Monthly Hourly
5215	ENGINEERING TECHNICIAN I	PEU, Local 1	4,925 28.41	5,048 29.12	5,171 29.83	5,301 30.58	5,430 31.33	5,566 32.11	5,702 32.90	5,845 33.72	5,987 34.54	Monthly Hourly

**CITY OF YUBA CITY  
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<b>Public Employees Union, Local #1</b>		<b>EFFECTIVE 06/09/18 - NEW HIRES ONLY</b>										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5250	ENGINEERING TECHNICIAN II	PEU, Local 1	5,324 30.72	5,457 31.48	5,590 32.25	5,730 33.06	5,870 33.87	6,017 34.71	6,164 35.56	6,318 36.45	6,472 37.34	Monthly Hourly
5295	ENGINEERING TECHNICIAN III	PEU, Local 1	6,132 35.38	6,286 36.27	6,439 37.15	6,600 38.08	6,761 39.01	6,930 39.98	7,099 40.96	7,276 41.98	7,454 43.00	Monthly Hourly
5160	ENGINEERING TECHNICIAN GIS	PEU, Local 1	4,317 24.91	4,425 25.53	4,533 26.15	4,647 26.81	4,760 27.46	4,879 28.15	4,998 28.83	5,123 29.56	5,248 30.28	Monthly Hourly
5590	ENVIRONMENTAL COMPLIANCE INSPECTOR	PEU, Local 1	5,698 32.87	5,841 33.70	5,983 34.52	6,133 35.38	6,282 36.24	6,439 37.15	6,596 38.05	6,761 39.01	6,926 39.96	Monthly Hourly
5036	FIELD CUSTOMER SERVICE REP I	PEU, Local 1	3,110 17.94	3,188 18.39	3,265 18.84	3,347 19.31	3,428 19.78	3,514 20.27	3,599 20.76	3,689 21.28	3,779 21.80	Monthly Hourly
5083	FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,406 19.65	3,491 20.14	3,576 20.63	3,666 21.15	3,755 21.66	3,849 22.21	3,943 22.75	4,042 23.32	4,141 23.89	Monthly Hourly
5246	INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	5,381 31.04	5,516 31.82	5,650 32.60	5,791 33.41	5,932 34.22	6,081 35.08	6,229 35.94	6,385 36.84	6,540 37.73	Monthly Hourly
5260	INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	5,920 34.15	6,068 35.01	6,216 35.86	6,372 36.76	6,527 37.66	6,690 38.60	6,853 39.54	7,024 40.52	7,195 41.51	Monthly Hourly
5281	INSTRUMENTATION TECHNICIAN I	PEU, Local 1	5,005 28.88	5,130 29.60	5,255 30.32	5,387 31.08	5,518 31.83	5,656 32.63	5,794 33.43	5,939 34.26	6,084 35.10	Monthly Hourly
5282	INSTRUMENTATION TECHNICIAN II	PEU, Local 1	5,755 33.20	5,899 34.03	6,043 34.86	6,194 35.73	6,345 36.61	6,504 37.52	6,662 38.43	6,829 39.40	6,995 40.36	Monthly Hourly
5283	INSTRUMENTATION TECHNICIAN III	PEU, Local 1	6,619 38.19	6,785 39.14	6,950 40.10	7,124 41.10	7,297 42.10	7,480 43.15	7,662 44.20	7,853 45.31	8,044 46.41	Monthly Hourly
5110	KENNEL ATTENDANT I	PEU, Local 1	2,730 15.75	2,799 16.15	2,867 16.54	2,939 16.96	3,010 17.37	3,086 17.80	3,161 18.24	3,240 18.69	3,319 19.15	Monthly Hourly
5111	KENNEL ATTENDANT II	PEU, Local 1	3,034 17.50	3,110 17.94	3,186 18.38	3,266 18.84	3,345 19.30	3,429 19.78	3,512 20.26	3,600 20.77	3,687 21.27	Monthly Hourly
5112	KENNEL CARE TECHNICIAN - LEAD	PEU, Local 1	3,229 18.63	3,310 19.10	3,390 19.56	3,475 20.05	3,559 20.53	3,648 21.05	3,737 21.56	3,831 22.10	3,924 22.64	Monthly Hourly
5530	LABORATORY ANALYST I	PEU, Local 1	4,523 26.09	4,636 26.75	4,749 27.40	4,868 28.08	4,986 28.77	5,111 29.49	5,235 30.20	5,366 30.96	5,497 31.71	Monthly Hourly

**CITY OF YUBA CITY  
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN  
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Public Employees Union, Local #1		Bargaining Group	EFFECTIVE 06/09/18 - NEW HIRES ONLY									
			SALARY STEPS									
JCN	CLASSIFICATION		1	2	3	4	5	6	7	8	9	
5581	LABORATORY ANALYST II	PEU, Local 1	4,975 28.70	5,100 29.42	5,224 30.14	5,355 30.89	5,485 31.64	5,622 32.43	5,759 33.23	5,903 34.06	6,047 34.88	Monthly Hourly
5064	LABORATORY ASSISTANT	PEU, Local 1	3,769 21.74	3,863 22.29	3,957 22.83	4,056 23.40	4,155 23.97	4,259 24.57	4,363 25.17	4,472 25.80	4,581 26.43	Monthly Hourly
5220	MECHANIC	PEU, Local 1	4,486 25.88	4,598 26.53	4,710 27.17	4,828 27.85	4,946 28.53	5,070 29.25	5,193 29.96	5,323 30.71	5,452 31.46	Monthly Hourly
5225	MECHANIC-LEAD	PEU, Local 1	5,161 29.78	5,290 30.52	5,419 31.26	5,555 32.05	5,690 32.83	5,832 33.65	5,974 34.47	6,123 35.33	6,273 36.19	Monthly Hourly
5063	PARK MAINTENANCE WORKER I	PEU, Local 1	3,184 18.37	3,264 18.83	3,343 19.29	3,427 19.77	3,510 20.25	3,598 20.76	3,686 21.27	3,778 21.80	3,870 22.33	Monthly Hourly
5065	PARK MAINTENANCE WORKER I (a)	PEU, Local 1	3,184 18.37	- -	- -	- -	- -	- -	- -	- -	- -	Monthly Hourly
5122	PARK MAINTENANCE WORKER II	PEU, Local 1	3,491 20.14	3,579 20.65	3,666 21.15	3,758 21.68	3,849 22.21	3,945 22.76	4,041 23.31	4,142 23.90	4,243 24.48	Monthly Hourly
5200	PARK MAINTENANCE WORKER III	PEU, Local 1	4,013 23.15	4,114 23.73	4,214 24.31	4,320 24.92	4,425 25.53	4,536 26.17	4,646 26.80	4,762 27.47	4,878 28.14	Monthly Hourly
5245	PLANNER-ASSISTANT	PEU, Local 1	4,893 28.23	5,016 28.94	5,138 29.64	5,267 30.39	5,395 31.13	5,530 31.90	5,665 32.68	5,806 33.50	5,948 34.31	Monthly Hourly
5255	PLANS EXAMINER	PEU, Local 1	6,303 36.36	6,461 37.28	6,618 38.18	6,784 39.14	6,949 40.09	7,123 41.09	7,296 42.09	7,478 43.14	7,661 44.20	Monthly Hourly
5140	PLANT MAINTENANCE MECHANIC	PEU, Local 1	4,955 28.59	5,079 29.30	5,203 30.02	5,333 30.77	5,463 31.52	5,600 32.31	5,736 33.09	5,879 33.92	6,023 34.75	Monthly Hourly
5221	PLANT MAINTENANCE MECHANIC -SENIOR	PEU, Local 1	6,145 35.45	6,299 36.34	6,452 37.22	6,614 38.16	6,775 39.09	6,945 40.07	7,114 41.04	7,292 42.07	7,470 43.10	Monthly Hourly
5061	PUBLIC WORKS MAINTENANCE WORKER I	PEU, Local 1	3,184 18.37	3,264 18.83	3,343 19.29	3,427 19.77	3,510 20.25	3,598 20.76	3,686 21.27	3,778 21.80	3,870 22.33	Monthly Hourly
5120	PUBLIC WORKS MAINTENANCE WORKER II	PEU, Local 1	3,491 20.14	3,579 20.65	3,666 21.15	3,758 21.68	3,849 22.21	3,945 22.76	4,041 23.31	4,142 23.90	4,243 24.48	Monthly Hourly

**CITY OF YUBA CITY  
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EFFECTIVE JULY 2, 2022**

<b>Public Employees Union, Local #1</b>		<b>EFFECTIVE 06/09/18 - NEW HIRES ONLY</b>										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5150	PUBLIC WORKS MAINTENANCE WORKER III	PEU, Local 1	4,027 23.23	4,128 23.82	4,228 24.39	4,334 25.00	4,439 25.61	4,550 26.25	4,661 26.89	4,777 27.56	4,894 28.23	Monthly Hourly
5185	PW MAINTENANCE WORKER - SENIOR	PEU, Local 1	4,623 26.67	4,739 27.34	4,854 28.00	4,976 28.71	5,097 29.41	5,225 30.14	5,352 30.88	5,486 31.65	5,620 32.42	Monthly Hourly
5080	RECREATION COORDINATOR	PEU, Local 1	2,964 17.10	3,038 17.53	3,112 17.95	3,190 18.40	3,268 18.85	3,350 19.33	3,431 19.79	3,517 20.29	3,603 20.78	Monthly Hourly
5117	REGISTERED VETERINARY TECH	PEU, Local 1	3,258 18.80	3,340 19.27	3,421 19.74	3,507 20.23	3,592 20.72	3,682 21.24	3,772 21.76	3,866 22.30	3,960 22.85	Monthly Hourly
5135	SWEEPER OPERATOR	PEU, Local 1	4,018 23.18	4,119 23.76	4,219 24.34	4,325 24.95	4,430 25.56	4,541 26.20	4,651 26.83	4,767 27.50	4,884 28.18	Monthly Hourly
5058	UTILITIES TREATMENT PLANT MAINTENANCE WORKER I	PEU, Local 1	3,184 18.37	3,264 18.83	3,343 19.29	3,427 19.77	3,510 20.25	3,598 20.76	3,686 21.27	3,778 21.80	3,870 22.33	Monthly Hourly
5118	UTILITIES TREATMENT PLANT MAINTENANCE WORKER II	PEU, Local 1	3,491 20.14	3,579 20.65	3,666 21.15	3,758 21.68	3,849 22.21	3,945 22.76	4,041 23.31	4,142 23.90	4,243 24.48	Monthly Hourly
5236	WASTEWATER COLLECTIONS MAINTENANCE WORKER I	PEU, Local 1	3,252 18.76	3,334 19.23	3,415 19.70	3,501 20.20	3,586 20.69	3,676 21.21	3,765 21.72	3,859 22.26	3,953 22.80	Monthly Hourly
5237	WASTEWATER COLLECTIONS MAINTENANCE WORKER II	PEU, Local 1	5,061 29.20	5,188 29.93	5,314 30.66	5,447 31.43	5,580 32.19	5,720 33.00	5,859 33.80	6,005 34.64	6,152 35.49	Monthly Hourly
5238	WASTEWATER COLLECTIONS MAINTENANCE WORKER III	PEU, Local 1	5,698 32.87	5,841 33.70	5,983 34.52	6,133 35.38	6,282 36.24	6,439 37.15	6,596 38.05	6,761 39.01	6,926 39.96	Monthly Hourly
5166	WASTEWATER TREATMENT FACILITY OP. TRAINEE/I	PEU, Local 1	4,970 28.67	5,094 29.39	5,218 30.10	5,349 30.86	5,479 31.61	5,616 32.40	5,753 33.19	5,897 34.02	6,040 34.85	Monthly Hourly
5235	WASTEWATER TREATMENT FACILITY OP. II	PEU, Local 1	5,714 32.97	5,857 33.79	6,000 34.62	6,150 35.48	6,300 36.35	6,458 37.26	6,615 38.16	6,780 39.12	6,945 40.07	Monthly Hourly
5293	WASTEWATER TREATMENT FACILITY OP. III	PEU, Local 1	6,571 37.91	6,736 38.86	6,900 39.81	7,073 40.81	7,245 41.80	7,426 42.84	7,607 43.89	7,797 44.98	7,988 46.08	Monthly Hourly
5284	WATER DISTRIBUTION OPERATOR I	PEU, Local 1	4,857 28.02	4,979 28.73	5,100 29.42	5,228 30.16	5,355 30.89	5,489 31.67	5,623 32.44	5,763 33.25	5,904 34.06	Monthly Hourly
5286	WATER DISTRIBUTION OPERATOR II	PEU, Local 1	5,586 32.23	5,726 33.03	5,865 33.84	6,012 34.68	6,158 35.53	6,312 36.42	6,466 37.30	6,628 38.24	6,789 39.17	Monthly Hourly

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

Public Employees Union, Local #1		Bargaining Group	EFFECTIVE 06/09/18 - NEW HIRES ONLY									
			SALARY STEPS									
JCN	CLASSIFICATION		1	2	3	4	5	6	7	8	9	
5287	WATER DISTRIBUTION OPERATOR III	PEU, Local 1	6,425 37.07	6,586 38.00	6,746 38.92	6,915 39.89	7,083 40.86	7,260 41.88	7,437 42.91	7,623 43.98	7,808 45.05	Monthly Hourly
5131	WATER TREATMENT PLANT OPER.TRAINEE	PEU, Local 1	4,321 24.93	4,429 25.55	4,537 26.18	4,651 26.83	4,764 27.48	4,883 28.17	5,002 28.86	5,127 29.58	5,252 30.30	Monthly Hourly
5180	WATER TREATMENT PLANT OPERATOR II	PEU, Local 1	4,970 28.67	5,094 29.39	5,218 30.10	5,349 30.86	5,479 31.61	5,616 32.40	5,753 33.19	5,897 34.02	6,040 34.85	Monthly Hourly
5230	WATER TREATMENT PLANT OPERATOR III	PEU, Local 1	5,714 32.97	5,857 33.79	6,000 34.62	6,150 35.48	6,300 36.35	6,458 37.26	6,615 38.16	6,780 39.12	6,945 40.07	Monthly Hourly
5291	WATER TREATMENT PLANT OPERATOR IV	PEU, Local 1	6,571 37.91	6,736 38.86	6,900 39.81	7,073 40.81	7,245 41.80	7,426 42.84	7,607 43.89	7,797 44.98	7,988 46.08	Monthly 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.

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: