

CITY OF YUBA CITY
STAFF REPORT

Date: June 21, 2022
To: Honorable Mayor & Members of the City Council
From: Human Resources Department
Presentation By: Natalie Springer, Human Resources Director

Summary

Subject: Yuba City Police Wage Reopener Side Letters

Recommendation: A. Adopt a Resolution approving a wage reopener side letter with Yuba City Police Officers' Association (POA), POA-Police Sergeants, and Police Sworn Mid-Managers

B. Approve a supplemental appropriation to 2310-61210 in the amount of \$886,100

C. Authorize the Finance Director to transfer funds from unallocated General Fund 301 in the amount of \$886,100

Fiscal Impact: An increase in cost of \$886,100 for FY 22/23.

Purpose:

To approve the Yuba City Police Officers' Association (POA), POA-Police Sergeants, and Police Sworn Mid-Managers (PSMM) wage reopener side letters for cost of living salary increases. The PSMM wage reopener side letter also includes equity adjustments and benchmarking of the Assistant Police Chief 5% above the top step of the Police Commander.

Council's Strategic Goal:

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

Background:

All three Police Memorandum of Understanding's (MOU) terms are July 1, 2021 through June 30, 2023. The Police bargaining units and the City negotiations team met to discuss the wage reopener and have come to an agreement on a side letter that addresses cost of living salary increases. Additionally, the PSMM wage reopener includes equity adjustments and benchmarking of the Assistant Police Chief 5% above the top step of the Police Commander.

Analysis:

POA 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.

POA-Police Sergeants 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.

PSMM 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 July 2, 2022;

| Classification | Equity Adjustment |
|----------------|-------------------|
|----------------|-------------------|

| | |
|------------------|-------|
| Police Commander | 6.50% |
|------------------|-------|

| | |
|-------------------|-------|
| Police Lieutenant | 5.25% |
|-------------------|-------|

Equity increases are cumulative with the cost of living increase and not compounded.

3. Includes benchmarking the Assistant Police Chief 5% above the top step of the Police Commander.

Fiscal Impact:

An increase in cost of \$886,100 for FY 22/23.

Alternatives:

Do not approve the Police side letters and provide staff direction.

Recommendation:

A. Adopt a Resolution approving a wage reopener side letter with Yuba City Police Officers Association (POA), POA-Police Sergeants, and Police Sworn Mid-Managers

B. Approve a supplemental appropriation to 2310-61210 in the amount of \$886,100

C. Authorize the Finance Director to transfer funds from unallocated General Fund 301 in the amount of \$886,100

Attachments:

1. Cost Impact of Police Side Letter Terms
2. Resolution
3. POA Side Letter
4. POA-Police Sergeants Side Letter
5. PSSM Side Letter
6. Police Salary Schedule

Prepared By:

Natalie Springer
Human Resources Director

Submitted By:

Diana Langley
City Manager

ATTACHMENT 1

City of Yuba City
Police Officers Association - June 21, 2022 Staff Report

| | <i>On-going</i> | <i>One-time</i> | <i>Total</i> |
|-----------------------------|-------------------|-----------------|--------------|
| FY 2022-23 | | | |
| Salary increase - 8.0% COLA | \$ 636,700 | | 636,700 |
| | Total Cost | | |
| | \$ 636,700 | \$ - | \$ 636,700 |
| | | | |
| <i>General Fund</i> | \$ 636,700 | | \$ 636,700 |
| <i>Water</i> | \$ - | | \$ - |
| <i>Wastewater</i> | \$ - | | \$ - |
| <i>SASA</i> | \$ - | | \$ - |
| <i>VMF</i> | \$ - | | \$ - |

City of Yuba City
Police Sworn Mid Managers - June 21, 2022 Staff Report

| | <i>On-going</i> | <i>One-time</i> | <i>Total</i> |
|--|-------------------|-----------------|----------------|
| FY 2022-23 | | | |
| Salary increase - 8.0% COLA | \$ 135,700 | | 135,700 |
| Equity adjustments per the MOU to market | | | |
| Total Cost | \$ 135,700 | \$ - | \$ 135,700 |
| <i>General Fund</i> | <i>\$ 135,700</i> | <i>\$</i> | <i>135,700</i> |
| <i>Water</i> | <i>\$ -</i> | <i>\$</i> | <i>-</i> |
| <i>Wastewater</i> | <i>\$ -</i> | <i>\$</i> | <i>-</i> |
| <i>SASA</i> | <i>\$ -</i> | <i>\$</i> | <i>-</i> |
| <i>VMF</i> | <i>\$ -</i> | <i>\$</i> | <i>-</i> |

City of Yuba City
Police Sergeants - June 21, 2022 Staff Report

| | <i>On-going</i> | <i>One-time</i> | <i>Total</i> |
|-----------------------------|-------------------|-----------------|--------------|
| FY 2022-23 | | | |
| Salary increase - 8.0% COLA | \$ 113,700 | | 113,700 |
| | Total Cost | | |
| | \$ 113,700 | \$ - | \$ 113,700 |
| | | | |
| <i>General Fund</i> | \$ 113,700 | | \$ 113,700 |
| <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 POLICE OFFICERS' ASSOCIATION, POLICE
OFFICERS ASSOCIATION-POLICE SERGEANTS, POLICE SWORN MID-
MANAGER SIDE LETTERS
JULY 1, 2021 – JUNE 30, 2023 REGARDING WAGE REOPENER**

WHEREAS, the City recognizes the Yuba City Police Officers' Association, Police Officers' Association-Police Sergeants, and Police Sworn Mid-Managers commitment to the City and its citizens while providing outstanding and dedicated service to all;

WHEREAS, the Police bargaining units' side letters have a wage reopener article;

WHEREAS, in response to the wage reopener, City staff and the Police bargaining units have negotiated a Side Letters for a cost of living increase. Police Sworn Mid-Managers have negotiated equity adjustments and benchmarking of the Assistant Police Chief 5% above the top step of the Police Commander.

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

SECTION I

Approve the attached POA Side Letter that:

1. Includes an 8% cost of living increase effective the first full pay period in July 2022.

SECTION II

Approve the attached POA-Police Sergeants Side Letter that:

1. Includes an 8% cost of living increase effective the first full pay period in July 2022.

SECTION III

Approve the attached Police Sworn Mid-Manager 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 July 2, 2022;

| | |
|-------------------|-------------------|
| Classification | Equity Adjustment |
| Police Commander | 6.50% |
| Police Lieutenant | 5.25% |

Equity increases are cumulative with the cost of living increase and not compounded.
3. Includes benchmarking the Assistant Police Chief 5% above the top step of the Police Commander.

SECTION IV

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 21st 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 POA
Side Letter of Agreement to the
2021-2023 MOU

The City of Yuba City ("City") and Yuba City Police Officers Association (POA) 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, 2021, 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 3 of the MOU as follows:

Article 3 – Wages

1. Salary Schedules

Police Officers and Dispatchers shall be on a five (5) step salary schedule.

Non-sworn employees hired before March 3, 2018, shall be on a five (5) step salary schedule. All other non-sworn employees (hired after March 2, 2018) shall be on a nine (9) step salary schedule. The 9-step salary schedule shall have both the first step and last step the same as the 5-step salary schedule. The Salary schedules are attached as Appendix "B" Salary Schedules.

2. 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%).

3. Longevity

Employees receive longevity pay as follows:

- Upon completion of ten (10) years of service with City the employee shall receive longevity pay in the amount of two and one-half percent (2.5%) of their base hourly rate of pay.
- Upon completion of fifteen (15) years of service with City the employee shall receive an additional two and one-half percent (2.5%) of their base hourly rate of pay.
- Upon completion of twenty (20) years of service with City the employee shall receive an additional two and one-half percent (2.5%) of their base hourly rate of pay.

pay.

4. Detective Assignment

Police Officer's assigned to the Investigation Division or NET Unit shall receive Detective Premium in the amount of seven and one-half (7.5) percent of their base hourly rate of pay for the period of the temporary assignment.

5. Traffic Assignment

Police Officer's regularly assigned to the Traffic Division (motorcycle) shall receive a Motorcycle Premium in the amount of five percent (5.0%) of their base hourly rate of pay for the period of the assignment.

6. Educational Incentive

Sworn personnel shall receive educational incentive as follows:

- AA or AS degree 2.5%
- BA or BS degree 7.5%
- POST Intermediate Certificate 2.5%
- POST Advanced Certificate 7.5%

Education incentive pays for all sworn personnel who possess an Advanced POST certificate shall receive 5% incentive pay and the cap for employees with an Advanced POST certificate shall be increased to 10%.

Non-sworn personnel shall be paid as follows:

- AA or AS degree 2.5%
- BA or BS degree 5.0%

Dispatcher only will also receive:

- POST Public Safety Dispatch Intermediate 2.5%
- POST Public Safety Dispatch Advance 2.5%

All education degrees shall be from educational institutions that are regionally accredited. Incentive pays are not cumulative, meaning that an employee is eligible only for one incentive for each type of degree or certificate (i.e., if an employee has two Associate's Degrees, the employee is eligible for an incentive of 2.5%; if an employee has an Associate's Degree and a POST Intermediate Certificate, the employee is eligible for an incentive of 5.0%). Incentive pays are not compounded, meaning that each incentive is

separately applied to the employee's base pay. The total of all the above incentives shall not exceed 7.5%.

For all employees hired after February 20, 2018, all educational degrees shall be in Administration of Justice, Criminal Justice, or closely related field.

7. Bilingual Pay

Employees who are proficient in speaking a foreign language shall receive a \$100.00 per month bilingual pay incentive. The method for certifying proficiency and the determination of which languages will be covered under this program shall be determined by the City in consultation with the POA.

8. Holiday Pay

In lieu of time off for holidays and holiday pay, officers assigned to regular patrol shifts and public safety dispatchers shall receive straight time pay for 7.33 hours per month, paid and computed on a bi-weekly basis. This pay shall be computed at the hourly equivalent rate for the employee's monthly salary. For new or terminating employees, said in lieu pay shall be pro-rated from the date of employment or to the date of termination within the pay period.

9. Holidays

Police employees working a four (4) day, ten (10) hour work schedule with holidays off, shall only receive nine (9) ten (10) hour holidays a year which will be selected from the holidays designated for employees in the City service as outlined in Rules §2.10(B). Employees will notify their supervisor in selecting the holidays of their (the employee's) choice at least one week prior to the scheduled holiday. Any holidays occurring on the days scheduled for work in excess of the selected days shall be worked without additional compensation or taken as a day off without pay or with use of leave time.

10. Field Training Officer

Community Service Officers and Dispatcher IIs designated as Field Training Officers by the Police Chief, shall receive Training Premium in the amount of five percent (5%) of their base hourly rate of pay on an hour per hour basis while training other Community Service Officers or Dispatchers under the department's designated training program.

Police Officers assigned as Field Training Officers by the Police Chief shall receive Training Premium in the amount of five percent (5%) of their base hourly rate of pay.

11. Court Appearance

Court time is defined as that period of time when an employee is required to appear in court as part of the performance of their normal duties on a day when the employee would not otherwise be scheduled to work. Court time will be compensated only when the employee is required to appear in court in connection with their duties at a time when they

are not otherwise scheduled to be working. An employee will not be granted court time during the same time period that callback time is compensable. Court time may be paid or accrued as compensatory time in the same manner and shall be computed on the same basis of three (3) hours or the actual amount of the time the employee is required to appear in court, whichever is greater.

It is not the policy of the City to use officers who have been called for court time during off-duty hours for other than court appearance work unless operational needs require.

City and POA agree to work cooperatively to reduce the amount of court appearance time and overtime expenses spent for court appearances. To that end, should a program be developed in coordination with the Sutter County Court to recall officers by the use of beepers, telephone check-in, or any other method, the Department shall be able to implement such program after meeting and conferring with the POA regarding compensation related issues.

12. Acting Pay

Employees assigned to higher classifications on a temporary basis shall receive acting pay. Employees will be compensated by receiving pay in the higher classification at that step in the salary range which results in a minimum of a five percent (5.0%) increase in compensation over their current base wage rate.

In order to qualify for acting pay, employees must:

- A. Work a minimum of four (4) consecutive hours in order to be eligible for compensation;
- B. Meet the minimum qualifications for the higher classification; and
- C. Be assigned with the approval of the Police Chief or designee.

Time spent in acting assignments may be considered during promotional recruitment but shall not substitute for minimum qualifications for education and experience requirements.

13. On Call Pay

Detectives who are assigned to on-call status during weekday evenings (Monday - Thursday, 5:00 p.m. to 8:00 a.m.) will receive standby pay of \$2.45 per hour.

14. Canine Unit Compensation

- A. Hours Worked: The City and the POA agree that the off-duty working time attributable to all ordinary aspects of caring for a police canine (including without limitation, caring, feeding, exercising, grooming, kennel cleaning, cleaning of City vehicles) by employees assigned as canine handlers amounts to sixty (60) minutes per day, seven (7) hours per week. This amounts to a good faith estimate, based upon an inquiry into the number of hours spent or reasonably required to be spent, and is intended to be comprehensive, accurate and inclusive of all pertinent facts.

This agreement is made pursuant to the FLSA regulations.

- B. Off-Duty Canine Care Rate: The City will compensate officers assigned as handlers for the active police canine(s) at the hourly rate of legal minimum wage for up to seven (7) hours per week that the officer is so assigned.
- C. FLSA Overtime: The FLSA 207(k) exemption shall continue to apply to all canine unit officers. The base rate used for calculating FLSA overtime is the weighted average of the officers' base rate for police work and the officers' off-duty canine care rate described above. The City will then factor in all special pays that apply in calculating the FLSA rate of pay.
- D. Travel Time: Travel time to and from work with police dogs in transport shall not be compensable under the terms of this agreement. It is also recognized that the "take home" vehicle is a mutually beneficial arrangement for both the City and the officer. In the event of a change as a result of litigation, law or regulation, which requires payment for travel time, the City and the POA will reopen this agreement to discuss the impact on compensation.
- E. Canine Training Time: The Police Department reserves the sole discretion in scheduling canine training time for on-duty and off-duty activities.
- F. Agreement to Limit Off-Duty Canine Care to Seven (7) Hours a Week: Canine unit officers agree they will not spend more than seven (7) hours per week off-duty canine care with their assigned canine, unless they have first sought and received approval from the commanding officer or unless an emergency occurs. In case of emergency that could not have been anticipated, the officer must notify the unit supervisor of the additional time spent immediately upon reporting to duty or no later than twenty-four (24) hours later, whichever occurs first.
- G. Police Department Costs: The Police Department will fund the cost of training for certification, dog food, veterinary expenses and equipment, except for such equipment which is considered personal for the canine and cannot be used for another canine. Equipment purchased by the City is the property of the City.
- H. Retirement of Canine: All parties agree that when the Police Chief or designee decides, in their sole discretion, to retire the canine from active duty, the current handler may purchase the canine from the City for one dollar (\$1.00). Upon the sale of the canine, the current handler will assume all further costs and liabilities associated with the canine, and the City will forever be released from all such costs and liabilities.

15. Daylight Savings Time

Employees who work on those days when the daylight savings time change occurs shall be paid overtime for hours in excess of their regular scheduled work hours. If daylight

savings time causes an employee to work less than a full shift, the employee shall be allowed to use vacation or accumulated compensatory time to make up the difference.

16. Uniform Allowance

For all employees in positions required to wear a uniform, those employees shall receive a uniform allowance of \$684.25 per year.

Date: _____

Date: _____


City of Yuba City

Police Officers Association

Diana Langley, City Manager



Timothy K. Talbot
Rains Lucia Stern



Michael W. Jarvis,
Liebert Cassidy Whitmore

Michael Gwinnup

ATTACHMENT 4

**Yuba City and POA
Side Letter of Agreement to the
2021-2023 MOU**

The City of Yuba City ("City") and Yuba City Police Officers Association (POA) for the Sergeants Unit 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, 2021, 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 3 of the MOU as follows:

1. Salary Schedules

Employees shall be on a five (5) step salary schedule which is attached as Appendix "A" Salary Schedules.

2. 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.

3. Longevity

Employees receive longevity pay as follows:

Upon completion of five (5) years of service with City the employee shall receive longevity pay in the amount of one and a quarter percent (1.25%) of their base hourly rate of pay.

Upon completion of ten (10) years of service with City the employee shall receive an additional one and a quarter percent (1.25%) of their base hourly rate of pay.

Upon completion of fifteen (15) years of service with City the employee shall receive an additional two and one-half percent (2.5%) of their base hourly rate of pay.

Upon completion of twenty (20) years of service with City the employee shall receive an additional two and one-half percent (2.5%) of their base hourly rate of pay.

4. Education Incentive

Employees receive education pay as follows:

- Two and a half percent (2.5%) of their base hourly rate of pay for an Associates degree

or

- Seven and a half percent (7.5%) of their base hourly rate of pay for a Bachelors degree.

and

- Two and a half percent (2.5%) of their base hourly rate of pay for a POST Intermediate Certificate.

or

- Seven and a half percent (7.5%) of their base hourly rate of pay for a POST Advanced Certificate.

and

- Five and two tenths of a percent (5.2%) of their base hourly rate of pay for a POST Supervisory Certificate.

The maximum educational incentive under this section is twelve and seven tenths percent (12.7%) of the employee's base hourly rate of pay.

5. Bilingual Pay

Employees who are proficient in speaking a foreign language shall receive a one hundred dollar (\$100) per month bilingual pay incentive. The method for certifying proficiency and the determination of which languages will be covered under this program shall be determined by the City in consultation with the Association.

6. Holiday Pay

In lieu of time off for holidays and holiday pay, Police Sergeants assigned to regular patrol shifts shall receive straight time pay for seven and one third (7.33) hours per month, paid and computed on a bi-weekly basis. This pay shall be computed at the hourly equivalent rate for the employee's monthly salary. For new or terminating employees, said in lieu pay shall be pro-rated from the date of employment or to the date of termination within the pay period.

7. Call Back Pay

Sergeants who are called or scheduled to return to work after having left the work site shall be compensated in accordance with Rules § 2.06(l). A return to work prior to the start of the shift shall also be compensated accordingly provided that the reporting time for work is two (2) or more hours prior to the regular shift start time.

8. On Call Pay

Police Sergeants who are assigned to on-call status during weekday evenings (Monday -Thursday, 5:00 p.m. to 8:00 a.m.) will receive standby pay of two dollars and forty-five cents (\$2.45) per hour.

9. Daylight Savings Time

Employees who work on those days when daylight savings time change occurs shall be paid overtime for hours in excess of their regular scheduled work hours. If daylight savings time causes an employee to work less than a full shift, the employee shall be allowed to use vacation or accumulated compensatory time to make up the difference. Vacation or accumulated compensatory time so used shall be considered as in pay status.

10. Uniform Allowance

For all positions required to wear a uniform, a uniform allowance of \$900 per year shall be paid.

11. Acting Pay

Employees assigned to higher classifications on a temporary basis shall receive acting pay. Employees will be compensated by receiving pay in the higher classification at that step in the salary range which results in a minimum of a five percent (5.0%) increase in compensation over their current base wage rate.

In order to qualify for acting pay, employees must:

- A. Work a minimum of four (4) consecutive hours in order to be eligible for compensation;
- B. Meet the minimum qualifications for the higher classification; and
- C. Be assigned with the approval of the Police Chief or designee.

Time spent in acting assignments may be considered during promotional recruitment but shall not substitute for minimum qualifications for education and experience requirements.

12. Detective Pay

Employees assigned to Investigation and Net-5 will receive detective premium in the amount of seven and a half percent (7.5%) of their base hourly rate of pay.

13. Traffic Pay

Employees assigned to traffic will receive traffic premium in the amount of five percent (5.0%) of their base hourly rate of pay.

14. Field Training Officer Pay

Employees assigned as a field training officer (FTO) will receive training premium in the amount of five percent (5.0%) of their base hourly rate of pay.

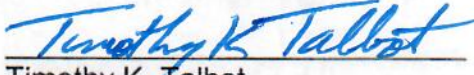
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Date: _____

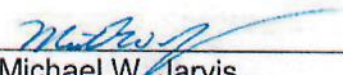
City of Yuba City

Police Officers Association

Diana Langley, City Manager



Timothy K. Talbot
Rains Lucia Stern



Michael W. Jarvis,
Liebert Cassidy Whitmore

Brian Thornton

ATTACHMENT 5

Yuba City and PSMM
Side Letter of Agreement to the
2021-2023 MOU

The City of Yuba City ("City") and Yuba City Police Sworn Mid-Managers (PSMM) 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, 2021, 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 2 of the MOU as follows:

Article 2 – Salary

1. Salary Schedules

Employees shall be on a five (5) step salary schedule as reflected in Appendix "B" to this Agreement.

2. 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.

In addition, effective July 2, 2022, the below classifications will receive equity adjustments as follows:

| Classification | Equity Adjustment |
|-------------------|-------------------|
| Police Commander | 6.50% |
| Police Lieutenant | 5.25% |

Equity increases are cumulative with the cost of living increase and not compounded.

Effective July 2, 2022, the Assistant Police Chief will be benchmarked at five percent (5%) above the top step of the Police Commander.

3. Bilingual Pay

Employees who are proficient in speaking a foreign language will receive a one hundred dollar (\$100.00) per month bilingual pay incentive. The method of certifying proficiency and the determination of which languages will be covered under this program shall be determined by the City in consultation with the Police Sworn Mid-Management

Association.

4. Education Incentive

Employees who possess a Master's Degree in a work-related field (as determined and approved by the Chief of Police), OR who have successfully completed the FBI National Academy will receive an education incentive of two and a half percent (2.5%) of base salary. The maximum education incentive is limited to two and a half percent (2.5%) of base salary.

Date: _____

Date: _____


City of Yuba City

Police Sworn Mid-Managers

Diana Langley, City Manager



Timothy K. Talbot
Rains Lucia Stern



Michael W. Jarvis,
Liebert Cassidy Whitmore

Sam Escheman

ATTACHMENT 6

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JUNE 21, 2022**

Police Officers Association

| JCN | CLASSIFICATION | Bargaining Group | SALARY STEPS | | | | | | |
|------|----------------------------------|------------------|--------------|-------|-------|-------|-------|-------|---------|
| | | | 1 | 2 | 3 | 4 | 5 | 6 | |
| 2005 | ADMINISTRATIVE ASSISTANT | PD | 4,487 | 4,711 | 4,947 | 5,194 | 5,454 | | Monthly |
| | | | 25.89 | 27.18 | 28.54 | 29.97 | 31.47 | | Hourly |
| 2040 | COMMUNITY POLICING COORDINATOR | PD | 4,425 | 4,646 | 4,878 | 5,122 | 5,378 | | Monthly |
| | | | 25.53 | 26.80 | 28.14 | 29.55 | 31.03 | | Hourly |
| 2130 | COMMUNITY SERVICE OFFICER | PD | 4,367 | 4,585 | 4,814 | 5,055 | 5,308 | | Monthly |
| | | | 25.19 | 26.45 | 27.77 | 29.16 | 30.62 | | Hourly |
| 2125 | COMMUNITY SERVICE OFFICER - LEAD | PD | 4,928 | 5,174 | 5,433 | 5,705 | 5,990 | | Monthly |
| | | | 28.43 | 29.85 | 31.34 | 32.91 | 34.56 | | Hourly |
| 2150 | FIELD SERVICE TECHNICIAN | PD | 4,425 | 4,646 | 4,878 | 5,122 | 5,378 | | Monthly |
| | | | 25.53 | 26.80 | 28.14 | 29.55 | 31.03 | | Hourly |
| 2200 | POLICE OFFICER | PD | 5,848 | 6,140 | 6,447 | 6,769 | 7,107 | 7,462 | Monthly |
| | | | 33.74 | 35.42 | 37.19 | 39.05 | 41.00 | 43.05 | Hourly |
| 2120 | POLICE RECORDS CLERK | PD | 3,702 | 3,887 | 4,081 | 4,285 | 4,499 | | Monthly |
| | | | 21.36 | 22.43 | 23.54 | 24.72 | 25.96 | | Hourly |
| 2160 | POLICE RECORDS CLERK - LEAD | PD | 4,105 | 4,310 | 4,526 | 4,752 | 4,989 | | Monthly |
| | | | 23.68 | 24.87 | 26.11 | 27.42 | 28.78 | | Hourly |
| 2190 | POLICE RECRUIT | PD | 5,087 | 5,341 | 5,608 | - | - | | Monthly |
| | | | 29.35 | 30.81 | 32.36 | - | - | | Hourly |
| 2110 | PUBLIC SAFETY DISPATCHER I | PD | 4,120 | 4,326 | - | - | - | | Monthly |
| | | | 23.77 | 24.96 | - | - | - | | Hourly |
| 2140 | PUBLIC SAFETY DISPATCHER II | PD | 4,849 | 5,091 | 5,346 | 5,613 | 5,894 | | Monthly |
| | | | 27.98 | 29.37 | 30.84 | 32.38 | 34.00 | | Hourly |
| 2180 | PUBLIC SAFETY DISPATCHER III | PD | - | - | - | 6,169 | 6,477 | | Monthly |
| | | | - | - | - | 35.59 | 37.37 | | Hourly |
| 2170 | POLICE SERVICES ANALYST | PD | 5,038 | 5,290 | 5,555 | 5,833 | 6,124 | | Monthly |
| | | | 29.07 | 30.52 | 32.05 | 33.65 | 35.33 | | Hourly |

Pensionable Compensation for New Members (PEPRA)

Assignment of an employee in the Police Officer classification to the Investigation Division and/or Net Unit shall include a seven and one half (7.5) percent compensation above the appropriate Police Officer salary step for the period of the temporary assignment and shall be designated as follows:

Additional (or Other) Pensionable Compensation for New Members (PEPRA)

Police Officers designated as Field Training Officers by the Police Chief shall receive five (5) percent additional compensation (calculated from their base hourly wage) while so assigned to the Departments Training Program.
Additional (or Other) Pensionable Compensation for New Members (PEPRA)

MOU Article 2.5 - Education Incentive -

Education Incentive pay for sworn personnel shall be base pay cumulative but not compounded.
The cap for employees with an Advanced POST certificate shall be 10%.

Sworn Personnel shall receive education incentive as follows:

| | |
|-------------------------------|-------|
| AA or AS degree | 2.50% |
| BA or BS degree | 7.50% |
| POST Intermediate Certificate | 2.50% |
| POST Advance Certificate | 7.50% |

ALL non-sworn POA personnel shall receive education incentive pay as follows:

| | |
|-----------------|-------|
| AA or AS degree | 2.50% |
| BA or BS degree | 5.00% |

Dispatcher I/II/III only will also receive education incentive pay as follows:

| | |
|--|-------|
| POST Public Safety Dispatch Intermediate | 2.50% |
| POST Public Safety Dispatch Advance | 2.50% |

Education Incentive pay for non-sworn personnel shall be base pay cumulative but not compounded and shall have a 7.5% cap for all classifications.

MOU Article TBD - Longevity Pay

Longevity Pay for all POA personnel shall be base pay cumulative but not compounded.

Longevity Pay shall be received as follows based on time in service at the City of Yuba City:

| | |
|--|-------|
| Upon completion of 10 years of service | 2.50% |
| Upon completion of 15 years of service | 5.00% |
| Upon completion of 20 years of service | 7.50% |

MOU Article 2.6 - Bilingual Pay

Sworn and non-sworn employees who are certified as bilingual will receive a bilingual pay incentive of \$100 per month:

MOU Article 2.7 - Holiday Pay

Officers assigned to regular patrol shifts and public safety dispatchers shall receive straight time pay for 7.33 hours per month, paid and computed on a bi-weekly basis in lieu of time off.

MOU Article 2.9 - Field Training Officer

Community Service Officers and Dispatcher II employees designated as Field Training Officers shall receive five percent (5%) additional compensation (calculated from their base hourly wage) on an hour per hour basis.

MOU Article 2.13 - Canine Unit

Employees assigned as canine handlers will be compensated at the hourly rate of legal minimum wage for up to seven (7) hours per week that the officer is so assigned.

MOU Article 2.4 - Traffic Division (effective September 28, 2019)

Employees assigned to the Traffic Division shall receive five percent (5%) hazard pay (calculated from their base hourly wage) on an hour per hour basis.

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
- PSMM - Police Sworn Mid Manager
- PS - Police Sergeant

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JUNE 21, 2022**

Sworn Police Mid-Managers

| CLASSIFICATION | Group | SALARY STEPS | | | | | |
|------------------------------|----------|--------------|--------|--------|--------|--------|---------|
| | | 1 | 2 | 3 | 4 | 5 | |
| 7180* ASSISTANT POLICE CHIEF | Sworn MM | 12,541 | 13,168 | 13,826 | 14,517 | 15,242 | Monthly |
| | | 72.35 | 75.97 | 79.77 | 83.75 | 87.94 | Hourly |
| 7150* POLICE COMMANDER | Sworn MM | 11,943 | 12,540 | 13,167 | 13,825 | 14,517 | Monthly |
| | | 68.90 | 72.35 | 75.96 | 79.76 | 83.75 | Hourly |
| 7111* POLICE LIEUTENANT | Sworn MM | 10,638 | 11,170 | 11,729 | 12,315 | 12,930 | Monthly |
| | | 61.37 | 64.44 | 67.67 | 71.05 | 74.60 | Hourly |

Pensionable Compensation for New Members (PEPRA)

MOU Article 1.2 - Bilingual Pay

Police Sworn Mid-Manager employees who are certified as bilingual will receive a bilingual pay incentive of \$100 per month:

MOU Article 1.3 - Education Incentive

Police Sworn Mid-Manager employees awarded a Master's degree or who has successfully completed the FBI National Academy will be eligible to receive an education incentive of 2.5% of base salary. The maximum education incentive is limited to 2.5% of base salary.

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

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JUNE 21, 2022**

Police Sergeants

| JCN | CLASSIFICATION | Bargaining Group | SALARY STEPS | | | | | |
|-------|-----------------|------------------|--------------|-------|-------|-------|-------|---------|
| | | | 1 | 2 | 3 | 4 | 5 | |
| 6100* | POLICE SERGEANT | PS | 7,354 | 7,722 | 8,108 | 8,513 | 8,938 | Monthly |
| | | | 42.43 | 44.55 | 46.78 | 49.11 | 51.57 | Hourly |

Pensionable Compensation for New Members (PEPRA)

MOU Article 3.4 - Longevity Pay (Cumulative but not compounded)

Upon completion of service with the City of Yuba City:

| | |
|----------|-------|
| 5 years | 1.25% |
| 10 years | 2.50% |
| 15 years | 5.00% |
| 20 years | 7.50% |

MOU Article 3.5 - Education Incentive

Police Sergeants shall receive an educational incentive of 2.5% for either an AA degree or POST Intermediate Certificate; a 5% educational incentive for a Bachelor's degree or a POST Advanced Certificate and an additional 5.2% for possession of a POST Supervisory Certificate. Education Incentive pay shall be base pay cumulative but not compounded and shall have a 12.7% cap.

MOU Article 3.6 - Bilingual Pay

Police Sergeants who are certified as bilingual will receive a bilingual pay incentive of \$100 per month:

MOU Article 3.7 - Holiday Pay

Police Sergeants assigned to regular patrol shifts shall receive straight time pay for 7.33 hours per month, paid and computed on a bi-weekly basis in lieu of time off.

MOU Article 3.14 & 3.15 - FTO Pay and Traffic Division

Employees assigned to Field Training Officer, and/or the Traffic Division shall receive 5% of incentive pay (calculated from base hourly wage).

MOU Article 3.13 - Detective and Net-5 (increase from 5% to 7.5% effective 9/28/19)

Employees assigned to Investigation and/or Net-5 shall receive 7.5% of incentive pay (calculated from base hourly wage).

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 |