CITY OF YUBA CITY STAFF REPORT

Date: July 5, 2022

To: Honorable Mayor & Members of the City Council

From: Human Resources Department

Presentation By: Natalie Springer, Human Resources Director

Summary

Subject: Public Employees Union, Local 1 Side Letters

Recommendation: A. Adopt a Resolution approving a side letters 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 \$311,100

Fiscal Impact: An increase in cost of \$769,800 for FY 22/23.

Purpose:

To approve the Public Employees' Union, Local 1 (Local 1) side letters for salary increases, equity adjustments, and classification deletions.

Council's Strategic Goal:

This side letter addresses the City Council's Strategic Goal of improving the City's infrastructure.

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, as well as classification deletions.

Analysis:

Local 1 has agreed to side letters:

- 1. Includes a 5% cost of living increase effective the first full pay period in July 2022;
- 2. Effective July 2, 2022, the below classifications will receive equity adjustments as follows:

Classification Equity Adjustment

Accountant I 16.00%

Account Clerk Intermediate Account Clerk- Senior Administrative Analyst I Administrative Assistant Administrative Clerk I Administrative Clerk II Administrative Clerk III Administrative Clerk III Animal Services Officer I Animal Services Officer II Building Inspector I Building Inspector II Building Maintenance Worker II Building Maintenance Worker II Code Enforcement Officer Community Development Technician II Construction Inspector Custodian I Custodian II Customer Services Representative II Customer Services Representative II Customer Services Rep - Senior Electrical Technician II Electrical Technician II Electrical Technician III Engineering Technician III Engineering Technician III Engineering Technician III Engineering Technician III Information Systems Technician II Information Systems Technician II Instrumentation Technician III Instrumentation Tec	7.75% 2.77% 29.02% 12.92% 19.50% 13.96% 26.25% 1.25% 1.25% 19.25% 11.00% 18.75% 25.00% 25.46% 19.53% 14.00% 14.00% 9.29% 16.27% 11.00% 5.95% 7.75% 24.50%
Mechanic Park Maintenance Worker I	4.82% 22.07%

Public Works Maintenance Worker I	22.07%
Public Works Maintenance Worker II	22.50%
Public Works Maintenance Worker III	16.59%
Recreation Coordinator	44.75%
Registered Veterinary Tech	34.19%
Utilities Treatment Plant Maintenance Worker I	22.07%
Utilities Treatment Plant Maintenance Worker II	22.50%
Wastewater Collections Maintenance Worker I	34.08%
Wastewater Collections Maintenance Worker II	2.25%
Wastewater Treatment Facility Operator Trainee	24.36%
Wastewater Treatment Facility Operator II	18.75%
Wastewater Treatment Facility Operator III	13.37%
Water Distribution Operator I	4.76%
Water Treatment Plant Operator Trainee	30.25%
Water Treatment Plant Operator II	24.36%
Water Treatment Plant Operator III	18.75%
Water Treatment Plant Operator IV	13.37%

- 4. Side letter to delete the Arborist-Senior, Engineering Technician GIS, Kennel Care Technician Lead, Public Works Maintenance Worker Senior, Sweeper Operator, Parks Maintenance Worker I(a), Account Clerk, Accounting Technician, Administrative Technician, Facility Aide, Housing Programs Analyst I, and Laboratory Receptionist classifications from the unit represented by Union on Appendix A to the MOU; and to update the title of the Engineer-Assistant Civil classification to Engineer-Assistant.
- 5. Side letter for employees who are employed in the classification Park Maintenance Worker 1(a) will be moved to the Park Maintenance Worker I classification. An employee in the Park Maintenance Worker I classification may not advance past Step 1 unless the employee has both passed probation and obtained a California Class B Driver's license.

Attachments:

- 1. Summary Local 1 7-5-2022
- 2. 7-5-22 Local 1 Side Letter Resolution v2
- 3. 7-5-2022 Salary Increases Equity Increase Side Letter
- 4. 2022 Classification List side letter
- 5. 2022 Park Maintenance Worker I a side letter
- 6. 07-02-2022 Salary Schedule Local 1 (revised 7.1.22)

<u>Prepared By:</u>
Natalie Springer
Human Resources Director

Submitted By:
Diana Langley
City Manager

City of Yuba City Local 1 - July 5, 2022 Staff Report

		0	n-going	One-time		Total
FY 2022-23						
Salary increase - 5.0% COLA Select equity adjustments per the MOU to market		\$	769,800			769,800
	Total Cost	\$	769,800	\$ -	\$	769,800
G	eneral Fund	•	311,100		\$	311,100
V	Water Vastewater	-	153,500 240,500		\$ \$	153,500 240,500
	SASA	•	56,500		<i>\$</i>	56,500
	VMF	\$	8,200		\$	8,200

RESOL	UTION	NO.	

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY APPROVING THE PUBLIC EMPLOYEES' UNION LOCAL 1 SIDE LETTERS AMENDING THE COMPENSATION AND OTHER TERMS AND CONDITIONS FOR THE LOCAL 1 UNIT EMPLOYEES

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 Letters for a cost of living increase, equity adjustments and classification deletions;

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

Local 1 has agreed to side letters amending the current MOU as follows:

- 1. Includes a 5% cost of living increase effective the first full pay period in July 2022;
- 2. Effective July 2, 2022, the below classifications will receive equity adjustments as follows:

Classification		Equity Adjustment
Accountant		1
16.00%		
Account Clerk Intermediate		7.75%
Account Clerk-Senior		2.77%
Administrative	Analyst	I
29.02%	•	

	40.000/
Administrative Assistant	12.92%
Administrative Clerk I	19.50%
Administrative Clerk II	19.50%
Administrative Clerk III	13.96%
Animal Services Officer I	26.25%
Animal Services Officer II	26.25%
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	11.00%
Community Development Technician I	18.75%
Community Development Technician II	18.75%
Construction Inspector	25.00%
Custodian I	25.46%
Custodian II	19.53%
Customer Services Representative I	14.00%
Customer Services Representative II	14.00%
Customer Services Rep – Senior	9.29%
Electrical Technician I	16.27%
Electrical Technician II	11.00%
Electrical Technician III	5.95%
	7.75%
Engineer – Assistant	24.50%
Engineering Technician I	24.50%
Engineering Technician II	
Engineering Technician III	24.50%
Field Customer Services Rep I	11.45%
Field Customer Services Rep II	11.92%
Information Systems Technician I	12.00%
Information Systems Technician II	12.00%
Instrumentation Technician I	16.25%
Instrumentation Technician II	11.00%
Instrumentation Technician III	4.53%
Kennel Attendant I	32.27%
Kennel Attendant II	30.90%
Laboratory Analyst I	22.67%
Laboratory Analyst II	22.66%
Laboratory Assistant	28.22%
Mechanic	4.82%
Park Maintenance Worker I	22.07%
Park Maintenance Worker II	22.50%
Park Maintenance Worker III	16.98%
Planner - Assistant	16.68%
Plans Examiner	29.50%
Plant Maintenance Mechanic	13.39%
Plant Maintenance Mechanic Senior	8.25%

Public Works Maintenance Worker I	22.07%
Public Works Maintenance Worker II	22.50%
Public Works Maintenance Worker III	16.59%
Recreation Coordinator	44.75%
Registered Veterinary Tech	34.19%
Utilities Treatment Plant Maintenance Worker I	22.07%
Utilities Treatment Plant Maintenance Worker II	22.50%
Wastewater Collections Maintenance Worker I	34.08%
Wastewater Collections Maintenance Worker II	2.25%
Wastewater Treatment Facility Operator Trainee	24.36%
Wastewater Treatment Facility Operator II	18.75%
Wastewater Treatment Facility Operator III	13.37%
Water Distribution Operator I	4.76%
Water Treatment Plant Operator Trainee	30.25%
Water Treatment Plant Operator II	24.36%
Water Treatment Plant Operator III	18.75%
Water Treatment Plant Operator IV	13.37%

- 4. Side letter to delete the Arborist-Senior, Engineering Technician GIS, Kennel Care Technician Lead, Public Works Maintenance Worker Senior, Sweeper Operator, Parks Maintenance Worker I(a), Account Clerk, Accounting Technician, Administrative Technician, Facility Aide, Housing Programs Analyst I, and Laboratory Receptionist classifications from the unit represented by Union on Appendix A to the MOU; and to update the title of the Engineer-Assistant Civil classification to Engineer-Assistant.
- 5. Side letter for employees who are employed in the classification Park Maintenance Worker 1(a) will be moved to the Park Maintenance Worker I classification. An employee in the Park Maintenance Worker I classification may not advance past Step 1 unless the employee has both passed probation and obtained a California Class B Driver's license.

In addition, staff is authorized 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 5th day of July 2022.

	Dave Shaw, Mayor
ABSENT:	
NOES:	
ATES.	
AYES:	

ATTEST:	
Ciara Wakefield, Deputy City Clerk	
	Approved as to form:
	Stacey Sheston BB&K, Special Counsel

Yuba City and Local 1

Side Letter of Agreement to the

2021-2023 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	16.00%
Account Clerk Intermediate	7.75%
Account Clerk – Senior	2.77%
Administrative Analyst I	29.02%

Administrative Assistant	12.92%
Administrative Clerk I	19.50%
Administrative Clerk II	19.50%
Administrative Clerk III	13.96%
Animal Services Officer I	26.25%
Animal Services Officer II	26.25%
Building Inspector I	1.25%
- '	1.25%
Building Inspector II	19.25%
Building Maintenance Worker I	
Building Maintenance Worker II	19.25%
Code Enforcement Officer	11.00%
Community Development Technician I	18.75%
Community Development Technician II	18.75%
Construction Inspector	25.00%
Custodian I	25.46%
Custodian II	19.53%
Customer Services Representative I	14.00%
Customer Services Representative II	14.00%
Customer Services Rep – Senior	9.29%
Electrical Technician I	16.27%
Electrical Technician II	11.00%
Electrical Technician III	5.95%
Engineer – Assistant	7.75%
Engineering Technician I	24.50%
Engineering Technician II	24.50%
Engineering Technician III	24.50%
Field Customer Services Rep I	11.45%
Field Customer Services Rep II	11.92%
Information Systems Technician I	12.00%
Information Systems Technician II	12.00%
Instrumentation Technician I	16.25%
Instrumentation Technician II	11.00%
	4.53%
Instrumentation Technician III	4.55 % 32.27%
Kennel Attendant I	
Kennel Attendant II	30.90%
Laboratory Analyst I	22.67%
Laboratory Analyst II	22.66%
Laboratory Assistant	28.22%
Mechanic	4.82%
Park Maintenance Worker I	22.07%
Park Maintenance Worker II	22.50%
Park Maintenance Worker III	16.98%
Planner – Assistant	16.68%
Plans Examiner	29.50%
Plant Maintenance Mechanic	13.39%
Plant Maintenance Mechanic Senior	8.25%

Public Works Maintenance Worker I	22.07%
Public Works Maintenance Worker II	22.50%
Public Works Maintenance Worker III	16.59%
Recreation Coordinator	44.75%
Registered Veterinary Tech	34.19%
Utilities Treatment Plant Maintenance Worker I	22.07%
Utilities Treatment Plant Maintenance Worker II	22.50%
Wastewater Collections Maintenance Worker I	34.08%
Wastewater Collections Maintenance Worker II	2.25%
Wastewater Treatment Facility Operator Trainee	24.36%
Wastewater Treatment Facility Operator II	18.75%
Wastewater Treatment Facility Operator III	13.37%
Water Distribution Operator I	4.76%
Water Treatment Plant Operator Trainee	30.25%
Water Treatment Plant Operator II	24.36%
Water Treatment Plant Operator III	18.75%
Water Treatment Plant Operator IV	13.37%

5-Step Salary Schedule
Effective July 2, 2022
Public Employees Union, Local #1 - Employees Hired Prior To June 9, 2018

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JCN	Classification	1	2	3	4	5
4101	Accountant I	\$5,552	\$5,830	\$6,122	\$6,428	\$6,749
4100	Account Clerk-Intermediate	\$3,860	\$4,053		\$4,469	\$4,693
4162	Account Clerk-Senior	\$4,247	\$4,459	\$4,682	\$4,916	\$5,162
4244	Administrative Analyst I	\$5,781	\$6,070	\$6,374	\$6,693	\$7,028
4020	Administrative Assistant	\$4,487	\$4,711	\$4,947	\$5,194	\$5,454
4040	Administrative Clerk I	\$3,237	\$3,399	\$3,569	\$3,747	\$3,934
4060	Administrative Clerk II	\$3,561	\$3,739	\$3,926	\$4,122	\$4,328
4085	Administrative Clerk III	\$3,916	\$4,112	\$4,318	\$4,534	\$4,761
4090	Animal Services Officer I	\$3,940	\$4,137	\$4,344	\$4,561	\$4,789
4095	Animal Services Officer II	\$4,319	\$4,535	\$4,762	\$5,000	\$5,250
4270	Building Inspector I	\$5,196	\$5,456	\$5,729	\$6,015	\$6,316
4292	Building Inspector II	\$5,974	\$6,273	\$6,587	\$6,916	\$7,262
4062	Building Maintenance Worker I	\$4,211	\$4,422	\$4,643	\$4,875	\$5,119
4121	Building Maintenance Worker II	\$4,604	\$4,834	\$5,076	\$5,330	\$5,596
4285	Code Enforcement Officer	\$5,310	\$5,576	\$5,855	\$6,148	\$6,455
4115	Community Development Tech I	\$4,385	\$4,604	\$4,834	\$5,076	\$5,330
4144	Community Development Tech II	\$4,822	\$5,063	\$5,316	\$5,582	\$5,861
4243	Construction Inspector	\$5,746	\$6,033	\$6,335	\$6,652	\$6,985
4050	Custodian I	\$3,480	\$3,654	\$3,837	\$4,029	\$4,231
4082	Custodian II	\$3,829	\$4,020	\$4,221	\$4,432	\$4,654
4030	Customer Services Rep I	\$3,461	\$3,634	\$3,816	\$4,007	\$4,208
4070	Customer Services Rep II	\$3,793	\$3,983	\$4,182	\$4,391	\$4,610
4161	Customer Services Rep Senior	\$4,172	\$4,381	\$4,600	\$4,830	\$5,071
4170	Electrical Technician I	\$5,780	\$6,069	\$6,372	\$6,691	\$7,025
4265	Electrical Technician II	\$6,358	\$6,676	\$7,010	\$7,360	\$7,728
4280	Electrical Technician III	\$6,993	\$7,343	\$7,710	\$8,096	\$8,501
4300	Engineer - Assistant	\$6,333	\$6,650	\$6,982	\$7,331	\$7,697
4215	Engineering Technician I	\$4,925	\$5,171	\$5,430	\$5,702	\$5,987
4250	Engineering Technician II	\$5,324	\$5,590	\$5,870	\$6,164	\$6,472
4295	Engineering Technician III	\$6,132	\$6,439	\$6,761	\$7,099	\$7,454
4590	Environmental Compliance Inspector	\$5,698	\$5,983	\$6,282	\$6,596	\$6,926
4036	Field Customer Service Rep I	\$3,448	\$3,620	\$3,801	\$3,991	\$4,191
4083	Field Customer Service Rep II	\$3,793	\$3,983	\$4,182	\$4,391	\$4,610
4246	Information Systems Technician I	\$5,381	\$5,650	\$5,932	\$6,229	\$6,540
4260	Information Systems Technician II	\$5,920	\$6,216	\$6,527	\$6,853	\$7,196
4281	Instrumentation Technician I	\$5,780	\$6,069	\$6,372	\$6,691	\$7,025
4282	Instrumentation Technician II	\$6,358	\$6,676	\$7,010	\$7,360	\$7,728
4283	Instrumentation Technician III	\$6,993	\$7,343	\$7,710	\$8,096	\$8,501
4110	Kennel Attendant I	\$3,570	\$3,748	\$3,935	\$4,132	\$4,339
4111	Kennel Attendant II	\$3,927	\$4,123	\$4,329	\$4,545	\$4,773
4530	Laboratory Analyst I	\$5,498	\$5,773	\$6,062	\$6,365	\$6,684
4581	Laboratory Analyst II	\$6,049	\$6,351	\$6,669	\$7,002	\$7,352
4064	Laboratory Assistant	\$4,781	\$5,020	\$5,271	\$5,535	\$5,812
4220	Mechanic	\$4,691	\$4,926	\$5,172	\$5,431	\$5,703
4225	Mechanic-Lead	\$5,161	\$5,419	\$5,690	\$5,974	\$6,273
4063	Park Maintenance Worker I	\$3,854	\$4,047	\$4,249	\$4,461	\$4,684
4122	Park Maintenance Worker II	\$4,238	\$4,450	\$4,673	\$4,907	\$5,152
4200	Park Maintenance Worker III	\$4,662	\$4,895	\$5,140	\$5,397	\$5,667
4245	Planner-Assistant	\$5,670	\$5,954	\$6,252	\$6,565	\$6,893
4255	Plans Examiner	\$6,303	\$6,618	\$6,949	\$7,296	\$7,661
4140	Plant Maintenance Mechanic	\$5,588	\$5,867	\$6,160	\$6,468	\$6,791
4221	Plant Maintenance Mechanic -Senior	\$6,145	\$6,452	\$6,775	\$7,114	\$7,470
4061	Public Works Maintenance Worker I	\$3,854	\$4,047	\$4,249	\$4,461	\$4,684
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4120	Public Works Maintenance Worker II	\$4,238	\$4,450	\$4,673	\$4,907	\$5,152
4150	Public Works Maintenance Worker III	\$4,662	\$4,895	\$5,140	\$5,397	\$5,667
4080	Recreation Coordinator	\$4,227	\$4,438	\$4,660	\$4,893	\$5,138
4117	Registered Veterinary Tech	\$4,319	\$4,535	\$4,762	\$5,000	\$5,250
4058	Utilities Treatment Plant Maintenance Worker I	\$3,854	\$4,047	\$4,249	\$4,461	\$4,684
4118	Utilities Treatment Plant Maintenance Worker II	\$4,238	\$4,450	\$4,673	\$4,907	\$5,152
4236	Wastewater Collections Maintenance Worker I	\$4,218	\$4,429	\$4,650	\$4,883	\$5,127
4237	Wastewater Collections Maintenance Worker II	\$5,061	\$5,314	\$5,580	\$5,859	\$6,152
4238	Wastewater Collections Maintenance Worker III	\$5,698	\$5,983	\$6,282	\$6,596	\$6,926
4166	Wastewater Treatment Facility Op. Trainee/I	\$6,123	\$6,429	\$6,750	\$7,087	\$7,442
4235	Wastewater Treatment Facility Op. II	\$6,735	\$7,072	\$7,426	\$7,797	\$8,186
4293	Wastewater Treatment Facility Op. III	\$7,409	\$7,779	\$8,168	\$8,576	\$9,005
4284	Water Distribution Operator I	\$5,077	\$5,331	\$5,598	\$5,878	\$6,172
4286	Water Distribution Operator II	\$5,586	\$5,865	\$6,158	\$6,466	\$6,789
4287	Water Distribution Operator III	\$6,424	\$6,745	\$7,082	\$7,436	\$7,807
4131	Water Treatment Plant Operator Trainee	\$5,566	\$5,844	\$6,136	\$6,443	\$6,765
4180	Water Treatment Plant Operator II	\$6,123	\$6,429	\$6,750	\$7,087	\$7,442
4230	Water Treatment Plant Operator III	\$6,734	\$7,071	\$7,425	\$7,796	\$8,186
4291	Water Treatment Plant Operator Iv	\$7,409	\$7,779	\$8,168	\$8,576	\$9,005

9-Step Salary Schedule
Effective July 2, 2022
Public Employees Union, Local 1 – Employees Hired on or After June 9, 2018

Characteristation 1		Public Employees Union, Lo	cal I –	Embic	yees r	illed o			e 9, 2t		
5002 Account Clerk-Cherlor 54,247 44,053 54,059 54,051 54,252 54,263 54,469 54,093 54,169 5024 Administrative Analyst 53,781 53,226 56,070 56,222 56,374 55,593 55,169 5020 Administrative Clerk 53,237 53,169 53,069 53,069 5020 Administrative Clerk 53,237 53,169 53,069 53,069 5020 Administrative Clerk 18 53,561 53,069 53,069 53,069 5020 Administrative Clerk 18 53,561 53,069 53,739 53,481 5020 Administrative Clerk 18 53,561 53,069 53,739 53,481 5020 Administrative Clerk 18 53,561 53,069 53,739 53,833 53,265 5020 Administrative Clerk 18 53,561 53,560 53,739 53,243 5020 Administrative Clerk 18 53,961 54,039 54,171 54,215 54,316 54,462 54,531 54,477 54,781 5020 Administrative Clerk 18 53,961 54,039 54,171 54,215 54,516 54,048 54,453 54,675 54,769 5020 Administrative Clerk 18 53,961 54,039 54,171 54,215 54,516 54,048 54,453 54,675 54,769 5020 Administrative Clerk 18 53,961 54,039 54,171 54,215 54,451 54,467 54,769 5020 Administrative Clerk 18 53,961 54,039 54,039 54,171 54,261 5020 Administrative Clerk 18 53,961 54,039 54,039 54,171 54,261 5020 5020 5020 5020 50,000 50	JCN	Classification	1	2	3		5		7	8	
5002 Account Clerk-Cherlor 54,247 44,053 54,059 54,051 54,252 54,263 54,469 54,093 54,169 5024 Administrative Analyst 53,781 53,226 56,070 56,222 56,374 55,593 55,169 5020 Administrative Clerk 53,237 53,169 53,069 53,069 5020 Administrative Clerk 53,237 53,169 53,069 53,069 5020 Administrative Clerk 18 53,561 53,069 53,069 53,069 5020 Administrative Clerk 18 53,561 53,069 53,739 53,481 5020 Administrative Clerk 18 53,561 53,069 53,739 53,481 5020 Administrative Clerk 18 53,561 53,069 53,739 53,833 53,265 5020 Administrative Clerk 18 53,561 53,560 53,739 53,243 5020 Administrative Clerk 18 53,961 54,039 54,171 54,215 54,316 54,462 54,531 54,477 54,781 5020 Administrative Clerk 18 53,961 54,039 54,171 54,215 54,516 54,048 54,453 54,675 54,769 5020 Administrative Clerk 18 53,961 54,039 54,171 54,215 54,516 54,048 54,453 54,675 54,769 5020 Administrative Clerk 18 53,961 54,039 54,171 54,215 54,451 54,467 54,769 5020 Administrative Clerk 18 53,961 54,039 54,039 54,171 54,261 5020 Administrative Clerk 18 53,961 54,039 54,039 54,171 54,261 5020 5020 5020 5020 50,000 50	5101	Accountant I	\$5,552	\$5,691	\$5,830	\$5,976	\$6,122	\$6,275	\$6,428	\$6,589	\$6,749
Section Sect		Account Clerk-Intermediate	\$3,860		\$4.053	\$4,155	\$4,256	\$4,363	\$4,469	\$4,581	\$4,693
Section Sect											\$5.162
Section											
Section Sect											
Sobo									<u> </u>		
South											
50905											
South Section Sectio											
S227 Building Inspector	5090	Animal Services Officer I									
Sept		Animal Services Officer II	\$4,319	\$4,427	\$4,535						
5002 Bullding Maintenance Worker 34,211 34,317 34,833 34,643 34,759 34,875 34,897 35,196 57,089 57,262	5270	Building Inspector I	\$5,196	\$5,326	\$5,456	\$5,593	\$5,729	\$5,872	\$6,015	\$6,165	
Solid Bullding Maintenance Worker		Building Inspector II	\$5,974	\$6,124	\$6,273	\$6,430	\$6,587	\$6,752	\$6,916	\$7,089	\$7,262
State Stat			\$4,211	\$4,317	\$4,422	\$4,533	\$4,643	\$4,759	\$4,875	\$4,997	\$5,119
Section Sect			\$4,604		\$4.834		\$5.076	\$5,203	\$5,330	\$5,463	\$5,596
Stite Community Development Tech											
State Community Development Tech											\$5,330
5576 5576 55.746 55.796 55.296 55.796 55.796 55.796 55.296 55.796 55.296 55.796 55.296 55.796 55.296 55.796 55.296 55.796 55.296 55.796 55.296 55.796 55.296 55.796 55.296 55.796 55.296 55.79											
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September Sept	5170	Electrical Technician I	\$5,780	\$5,925	\$6,069	\$6,221	\$6,372	\$6,532	\$6,691		\$7,025
S280 Electrical Technician III	5265	Electrical Technician II	\$6,358	\$6,517	\$6,676	\$6,843	\$7,010	\$7,185	\$7,360	\$7,544	\$7,728
Solid			\$6,993		\$7,343	\$7,527	\$7,710	\$7,903	\$8,096	\$8,298	\$8,501
S255 Engineering Technician			\$6,333			\$6,816	\$6,982	\$7,157	\$7,331	\$7,514	\$7,697
S5.90 Engineering Technician II							\$5,430		\$5,702		
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5590 Environmental Compliance Inspector \$5,698 \$5,841 \$5,983 \$6,133 \$6,222 \$6,439 \$6,596 \$6,761 \$6,926 5036 Field Customer Service Rep II \$3,4783 \$3,888 \$3,983 \$4,881 \$3,989 \$4,991 \$4,501 \$4,610 5026 Information Systems Technician \$5,381 \$5,516 \$5,650 \$5,791 \$5,932 \$6,081 \$6,298 \$6,383 \$5,540 5281 Instrumentation Technician II \$6,358 \$6,216 \$6,272 \$6,593 \$6,691 \$6,868 \$7,024 \$7,196 5282 Instrumentation Technician II \$6,358 \$6,517 \$6,676 \$6,843 \$7,010 \$7,185 \$6,681 \$7,025 5282 Instrumentation Technician III \$6,358 \$6,517 \$6,676 \$6,843 \$7,010 \$7,185 \$7,300 \$7,248 \$7,025 5282 Instrumentation Technician III \$6,358 \$6,517 \$6,676 \$6,843 \$7,010 \$7,185 \$7,300 \$7,748											
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5255 Plans Examiner \$6,303 \$6,461 \$6,618 \$6,784 \$6,949 \$7,123 \$7,296 \$7,479 \$7,661 5140 Plant Maintenance Mechanic \$5,588 \$5,728 \$5,867 \$6,014 \$6,160 \$6,314 \$6,468 \$6,629 \$6,791 5221 Plant Maintenance Mechanic - Senior \$6,145 \$6,299 \$6,452 \$6,614 \$6,775 \$6,945 \$7,114 \$7,292 \$7,470 5061 Public Works Maintenance Worker I \$3,854 \$3,951 \$4,047 \$4,148 \$4,249 \$4,355 \$4,461 \$4,572 \$4,684 5120 Public Works Maintenance Worker III \$4,238 \$4,344 \$4,450 \$4,562 \$4,673 \$4,790 \$4,907 \$5,030 \$5,152 5150 Public Works Maintenance Worker III \$4,662 \$4,779 \$4,895 \$5,018 \$5,140 \$5,269 \$5,397 \$5,532 \$5,667 5080 Recreation Coordinator \$4,227 \$4,333 \$4,438 \$4,549 \$4,660 \$4,777											
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5237 Wastewater Collections Maintenance Worker II \$5,061 \$5,188 \$5,314 \$5,447 \$5,580 \$5,720 \$5,859 \$6,005 \$6,152											
	5237	Wastewater Collections Maintenance Worker II	\$5,061	\$5,188	\$5,314	\$5,447	\$5,580	\$5,720	\$5,859	\$6,005	\$6,152

5238	Wastewater Collections Maintenance Worker III	\$5,698	\$5,841	\$5,983	\$6,133	\$6,282	\$6,439	\$6,596	\$6,761	\$6,926
5166	Wastewater Treatment Facility Op. Trainee/I	\$6,123	\$6,276	\$6,429	\$6.590	\$6,750	\$6,919	\$7.087	\$7,264	\$7,442
5235	Wastewater Treatment Facility Op. II	\$6,735	\$6,904	\$7,072	\$7,249	\$7,426	\$7,612	\$7,797	\$7,992	\$8,186
5293	Wastewater Treatment Facility Op. III	\$7,409	\$7,594	\$7,779	\$7.974	\$8,168	\$8,372	\$8,576	\$8,790	\$9,005
5284	Water Distribution Operator I	\$5,077	\$5,204	\$5,331	\$5,465	\$5.598	\$5,738	\$5,878	\$6,025	\$6,172
5286	Water Distribution Operator II	\$5,586	\$5,726	\$5.865	\$6,012	\$6,158	\$6,312	\$6,466	\$6,628	\$6,789
5287	Water Distribution Operator III	\$6,424	\$6,585	\$6,745	\$6.914	\$7.082	\$7,259	\$7,436	\$7,622	\$7,807
5131	Water Treatment Plant Operator Trainee	\$5,566	\$5,705	\$5.844	\$5,990	\$6,136	\$6,290	\$6,443	\$6,604	\$6,765
5180	Water Treatment Plant Operator II	\$6,123	\$6,276	\$6,429	\$6,590	\$6,750	\$6,919	\$7.087	\$7,264	\$7,442
5230	Water Treatment Plant Operator III	\$6,734	\$6,903	\$7,071	\$7,248	\$7,425	\$7.611	\$7,796	\$7,991	\$8,186
5291	Water Treatment Plant Operator Iv	\$7,409	\$7,594	\$7,779	\$7,974	\$8,168	\$8.372	\$8.576	\$8,790	\$9.005

Date:	Date: 6-28-22
City of Yuba City	Local 1
	Mh
Diana Langley, City Manager	Ron-Slaven
Michael W. Jarvis, Liebert Cassidy Whitmore	Dave Calonder

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Yuba City and Public Employees' Union, Local 1/AFSCME 57 Side Letter of Agreement to the July 1, 2020- June 30, 2023 MOU

The City of Yuba City ("City") and Public Employees' Union, Local 1/AFSCME 57 ("Union") 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") 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 purpose of this Side Letter is to delete the Arborist – Senior, Engineering Technician GIS, Kennel Care Technician – Lead, Public Works Maintenance Worker – Senior, Sweeper Operator, Parks Maintenance Worker I(a), Account Clerk, Accounting Technician, Administrative Technician, Facility Aide, Housing Programs Analyst I, and Laboratory Receptionist classifications from the unit represented by Union on Appendix A to the MOU; and to update the title of the Engineer-Assistant Civil classification to Engineer-Assistant. An updated version of Appendix A is attached hereto and incorporated by reference.

All other provisions of the MOU between the City and Union shall remain unchanged.

Date:	Date: 6-28-22
CITY OF YUBA CITY	LOCAL 1
	Ma Sur
Diana Langley, City Manager	Ron Slaven, Local 1 Negotiator Consultant
	Davil Culm
Ben Moody, PWs/Dev. Services Director	Dave Calonder, President

Appendix "A" Recognition

Account Clerk - Intermediate	Account Clerk - Senior				
Accountant I	Administrative Analyst I				
Administrative Assistant	Administrative Clerk I/II/III				
Animals Services Officer I/II	Building Inspector I/II				
Building Maintenance Worker I/II	Code Enforcement Officer				
Community Development Technician I/II	Construction Inspector				
Custodian I/II	Customer Services Representative I/II				
Customer Services Representative Senior	Electrical Technician I/II and III				
Engineer – Assistant	Engineering Technician I/II and III				
Field Customer Service Representative I/II	Field Customer Service Representative I/II				
Information Systems Technician I/II	Kennel Attendant I/II				
Laboratory Analyst I/II	Laboratory Analyst I/II				
Laboratory Assistant	Mechanic				
Mechanic Lead	Parks Maintenance Worker I/II and III				
Planner - Assistant	Plans Examiner				
Plant Maintenance Mechanic	Plant Maintenance Mechanic, Senior				
Pretreatment Coordinator	Public Works Maintenance Worker I/II/III				
Public Works Maintenance Worker I/II/III	Recreation Coordinator				
Registered Veterinary Technician	Utilities Maintenance Worker I/II				
Wastewater Collections Maintenance Worker	Wastewater Treatment Facility Operator II/III				
I/II/II					
Wastewater Treatment Plant Facility	Water Distribution Operator I/II/III				
Trainee/I	-				
Water Treatment Plant Operator II/III/IV	Water Treatment Plant Operator Trainees				

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 the following:

Employees who are employed in the classification Park Maintenance Worker 1(a) will be moved to the Park Maintenance Worker I classification.

The Parties have further agreed to add the following to the MOU.

Park Maintenance Worker I – Class B Driver's License
An employee in the Park Maintenance Worker I classification may not advance past Step
1 unless the employee has both passed probation and obtained a California Class B
Driver's license.

Date:	Date: 6-28-22
City of Yuba City	Local 1
	M.M.
Diana Langley, City Manager	Ron Slaven
	Oal Culm
Michael W. Jarvis, Liebert Cassidy Whitmore	Daya Calandar

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

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

	Bargaining				SA	ALARY STEP	S			
JCN CLASSIFICATION	Group	1	2	3	4	5	6	7	8	9
4101 ACCOUNTANT I	PEU, Local 1	5,552	5,830	6,122	6,428	6,749		Monthly		
4101 ACCOUNTANT I	PEU, LOCAL I				•			•		
		32.03	33.63	35.32	37.08	38.94		Hourly		
4100 ACCOUNT CLERK-INTERMEDIATE	PEU, Local 1	3,860	4,053	4,256	4,469	4,693		Monthly		
		22.27	23.38	24.55	25.78	27.08		Hourly		
4162 ACCOUNT CLERK-SENIOR	PEU, Local 1	4,247	4,459	4,682	4,916	5,162		Monthly		
		24.50	25.73	27.01	28.36	29.78		Hourly		
4244 ADMINISTRATIVE ANALYST I	PEU, Local 1	5,781	6,070	6,374	6,693	7,028		Monthly		
		33.35	35.02	36.77	38.61	40.55		Hourly		
4020 ADMINISTRATIVE ASSISTANT	PEU, Local 1	4,487	4,711	4,947	5,194	5,454		Monthly		
		25.89	27.18	28.54	29.97	31.47		Hourly		
4040 ADMINISTRATIVE CLERK I	PEU, Local 1	3,237	3,399	3,569	3,747	3,934		Monthly		
		18.68	19.61	20.59	21.62	22.70		Hourly		
4060 ADMINISTRATIVE CLERK II	PEU, Local 1	3,561	3,739	3,926	4,122	4,328		Monthly		
		20.54	21.57	22.65	23.78	24.97		Hourly		
4085 ADMINISTRATIVE CLERK III	PEU, Local 1	3,916	4,112	4,318	4,534	4,761		Monthly		
		22.59	23.72	24.91	26.16	27.47		Hourly		
4090 ANIMAL SERVICES OFFICER I	PEU, Local 1	3,940	4,137	4,344	4,561	4,789		Monthly		
		22.73	23.87	25.06	26.31	27.63		Hourly		
4095 ANIMAL SERVICES OFFICER II	PEU, Local 1	4,319	4,535	4,762	5,000	5,250		Monthly		
		24.92	26.16	27.47	28.85	30.29		Hourly		
4270 BUILDING INSPECTOR I	PEU, Local 1	5,196	5,456	5,729	6,015	6,316		Monthly		
		29.98	31.48	33.05	34.70	36.44		Hourly		

4292	BUILDING INSPECTOR II	PEU, Local 1	5,974	6,273	6,587	6,916	7,262	Monthly
			34.47	36.19	38.00	39.90	41.90	Hourly
4062	BUILDING MAINTENANCE WORKER I	PEU, Local 1	4,211	4,422	4,643	4,875	5,119	Monthly
			24.29	25.51	26.79	28.13	29.53	Hourly
4121	BUILDING MAINTENANCE WORKER II	PEU, Local 1	4,604	4,834	5,076	5,330	5,596	Monthly
			26.56	27.89	29.28	30.75	32.28	Hourly
4285	CODE ENFORCEMENT OFFICER	PEU, Local 1	5,310	5,576	5,855	6,148	6,455	Monthly
			30.63	32.17	33.78	35.47	37.24	Hourly
4115	COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	4,385	4,604	4,834	5,076	5,330	Monthly
			25.30	26.56	27.89	29.28	30.75	Hourly
4144	COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	4,822	5,063	5,316	5,582	5,861	Monthly
			27.82	29.21	30.67	32.20	33.81	Hourly
4243	CONSTRUCTION INSPECTOR	PEU, Local 1	5,746	6,033	6,335	6,652	6,985	Monthly
			33.15	34.81	36.55	38.38	40.30	Hourly
4050	CUSTODIAN I	PEU, Local 1	3,480	3,654	3,837	4,029	4,231	Monthly
			20.08	21.08	22.14	23.24	24.41	Hourly
4082	CUSTODIAN II	PEU, Local 1	3,829	4,020	4,221	4,432	4,654	Monthly
			22.09	23.19	24.35	25.57	26.85	Hourly
4030	CUSTOMER SERVICES REP I	PEU, Local 1	3,461	3,634	3,816	4,007	4,208	Monthly
			19.97	20.97	22.02	23.12	24.28	Hourly
4070	CUSTOMER SERVICES REP II	PEU, Local 1	3,793	3,983	4,182	4,391	4,610	Monthly
			21.88	22.98	24.13	25.33	26.60	Hourly
4161	CUSTOMER SERVICES REPSENIOR	PEU, Local 1	4,172	4,381	4,600	4,830	5,071	Monthly
			24.07	25.28	26.54	27.87	29.26	Hourly
4170	ELECTRICAL TECHNICIAN I	PEU, Local 1	5,780	6,069	6,372	6,691	7,025	Monthly
			33.35	35.01	36.76	38.60	40.53	Hourly
4265	ELECTRICAL TECHNICIAN II	PEU, Local 1	6,358	6,676	7,010	7,360	7,728	Monthly
			36.68	38.52	40.44	42.46	44.58	Hourly
4000	ELECTRICAL TECHNICIAN III	DELL Lacal 4	0.000	7.040	7 740	0.000	0.504	NA Alba la -
4280	ELECTRICAL TECHNICIAN III	PEU, Local 1	6,993	7,343	7,710	8,096	8,501	Monthly
			40.34	42.36	44.48	46.71	49.04	Hourly

4300	ENGINEER - ASSISTANT	PEU, Local 1	6,333	6,650	6,982	7,331	7,697	Monthly	
			36.54	38.37	40.28	42.29	44.41	Hourly	
4215	ENGINEERING TECHNICIAN I	PEU, Local 1	4,925	5,171	5,430	5,702	5,987	Monthly	
			28.41	29.83	31.33	32.90	34.54	Hourly	
4250	ENGINEERING TECHNICIAN II	PEU, Local 1	5,324	5,590	5,870	6,164	6,472	Monthly	
			30.72	32.25	33.87	35.56	37.34	Hourly	
								•	
4295	ENGINEERING TECHNICIAN III	PEU, Local 1	6,132	6,439	6,761	7,099	7,454	Monthly	
			35.38	37.15	39.01	40.96	43.00	Hourly	
								·	
4590	ENVIRONMENTAL COMPLIANCE INSPECTOR	PEU, Local 1	5,698	5,983	6,282	6,596	6,926	Monthly	
			32.87	34.52	36.24	38.05	39.96	Hourly	
								•	
4036	FIELD CUSTOMER SERVICE REP I	PEU, Local 1	3,448	3,620	3,801	3,991	4,191	Monthly	
			19.89	20.88	21.93	23.03	24.18	Hourly	
								•	
4083	FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,793	3,983	4,182	4,391	4,610	Monthly	
			21.88	22.98	24.13	25.33	26.60	Hourly	
								•	
4246	INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	5,381	5,650	5,932	6,229	6,540	Monthly	
			31.04	32.60	34.22	35.94	37.73	Hourly	
								•	
4260	INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	5,920	6,216	6,527	6,853	7,196	Monthly	
			34.15	35.86	37.66	39.54	41.52	Hourly	
								•	
4281	INSTRUMENTATION TECHNICIAN I	PEU, Local 1	5,780	6,069	6,372	6,691	7,025	Monthly	
			33.35	35.01	36.76	38.60	40.53	Hourly	
4282	INSTRUMENTATION TECHNICIAN II	PEU, Local 1	6,358	6,676	7,010	7,360	7,728	Monthly	
			36.68	38.52	40.44	42.46	44.58	Hourly	
4202	INSTRUMENTATION TECHNICIAN III	DELL Local 1	6.003	7 2 4 2	7 710	9.006	0.501	Monthly	
4283	INSTRUMENTATION TECHNICIAN III	PEU, Local 1	6,993 40.34	7,343 42.36	7,710 44.48	8,096 46.71	8,501 49.04	Monthly Hourly	
			40.34	42.30	44.40	40.71	49.04	ribully	
4110	KENNEL ATTENDANT I	PEU, Local 1	3,570	3,748	3,935	4,132	4,339	Monthly	
7110	RENNEE ATTENDANTT	i Lo, Locai i	20.60		22.70	23.84	25.03	•	
			20.00	21.62	22.10	23.04	20.00	Hourly	
4111	KENNEL ATTENDANT II	PEU, Local 1	3,927	4,123	4,329	4,545	4,773	Monthly	
7111	NEWIZE ATTENDANTII	I LO, LOCAL I	22.66	23.79	24.98	26.22	27.53	•	
			22.00	23.19	24.90	20.22	۵۱.۵۵	Hourly	
4530	LABORATORY ANALYST I	PEU, Local 1	5.408	5 773	6,062	6,365	6,684	Monthly	
4000	LABORATORT ANALTST I	FEU, LUCAL I	5,498	5,773	,	,		Monthly	
			31.72	33.31	34.97	36.72	38.56	Hourly	

4581	LABORATORY ANALYST II	PEU, Local 1	6,049	6,351	6,669	7,002	7,352	Monthly	
4001	ENDOTOTION AND THE	1 LO, Local 1	34.90	36.64	38.48	40.40	42.42	Hourly	
			34.90	30.04	30.40	40.40	42.42	Houriy	
4064	LABORATORY ASSISTANT	PEU, Local 1	4,781	5,020	5,271	5,535	5,812	Monthly	
4004	LABORATORY ASSISTANT	PEU, LOCAL I				•			
			27.58	28.96	30.41	31.93	33.53	Hourly	
1000	MEGUANIC	DELL 14	4.004	4.000	F 470	E 404	F 700		
4220	MECHANIC	PEU, Local 1	4,691	4,926	5,172	5,431	5,703	Monthly	
			27.06	28.42	29.84	31.33	32.90	Hourly	
4225	MECHANIC-LEAD	PEU, Local 1	5,161	5,419	5,690	5,974	6,273	Monthly	
			29.78	31.26	32.83	34.47	36.19	Hourly	
4063	PARK MAINTENANCE WORKER I	PEU, Local 1	3,854	4,047	4,249	4,461	4,684	Monthly	
			22.23	23.35	24.51	25.74	27.02	Hourly	
4200	PARK MAINTENANCE WORKER III	PEU, Local 1	4,662	4,895	5,140	5,397	5,667	Monthly	
			26.90	28.24	29.65	31.14	32.70	Hourly	
4245	PLANNER-ASSISTANT	PEU, Local 1	5,670	5,954	6,252	6,565	6,893	Monthly	
			32.71	34.35	36.07	37.88	39.77	Hourly	
								•	
4255	PLANS EXAMINER	PEU, Local 1	6,303	6,618	6,949	7,296	7,661	Monthly	
			36.36	38.18	40.09	42.09	44.20	Hourly	
								,	
4140	PLANT MAINTENANCE MECHANIC	PEU, Local 1	5,588	5,867	6,160	6,468	6,791	Monthly	
		.,	32.24	33.85	35.54	37.32	39.18	Hourly	
			02.21	00.00	00.01	01.02	00.10	ricarry	
4221	PLANT MAINTENANCE MECHANIC -SENIOR	PEU, Local 1	6,145	6,452	6,775	7,114	7,470	Monthly	
1221	TENT IN MICHEMATOR MESTIVATO SELITOR	1 LO, Local 1	35.45	37.22	39.09	41.04	43.10	Hourly	
			33.43	31.22	33.03	71.07	40.10	riodity	
4061	PUBLIC WORKS MAINTENANCE WORKER I	PEU. Local 1	3,854	4,047	4,249	4,461	4,684	Monthly	
7001	TODEIO WORKEN TENANCE WORKEN	i EO, Local i	22.23	23.35	24.51	25.74	27.02	Hourly	
			22.23	23.33	24.51	25.74	21.02	Houriy	
4120	DUDUIC WORKS MAINTENANCE WORKED II	DELL Local 4	4 220	4.450	4 672	4.007	E 150	Monthly	
4120	PUBLIC WORKS MAINTENANCE WORKER II	PEU, Local 1	4,238	4,450	4,673	4,907	5,152	Monthly	
			24.45	25.67	26.96	28.31	29.72	Hourly	

4150	PUBLIC WORKS MAINTENANCE WORKER III	PEU, Local 1	4,662	4,895	5,140	5,397	5,667	Monthly
			26.90	28.24	29.65	31.14	32.70	Hourly
4080	RECREATION COORDINATOR	PEU, Local 1	4,227	4,438	4,660	4,893	5,138	Monthly
			24.39	25.60	26.88	28.23	29.64	Hourly
4447	DECICIEDED VETERINARY TECH	DELL Local 4	4.040	4.505	4.700	F 000	F 050	Marriella
4117	REGISTERED VETERINARY TECH	PEU, Local 1	4,319	4,535	4,762	5,000	5,250	Monthly
			24.92	26.16	27.47	28.85	30.29	Hourly
4058	UTILITIES TREATMENT PLANT MAINTENANCE WORKER I	PEU, Local 1	3,854	4,047	4,249	4,461	4,684	Monthly
4030	OTILITIES TREATMENT FLANT MAINTENANCE WORKERT	FEO, Local I	22.23	23.35	24.51	25.74	27.02	•
			22.23	23.33	24.51	25.74	21.02	Hourly
4118	UTILITIES TREATMENT PLANT MAINTENANCE WORKER II	PEU, Local 1	4,238	4,450	4,673	4,907	5,152	Monthly
4110	OTHER TO THE TIME TO THE WATER WOLLD'S TO THE TENTH OF TH	1 20, 200di 1	24.45	25.67	26.96	28.31	29.72	Hourly
			24.40	20.01	20.00	20.01	20.72	riodity
4236	WASTEWATER COLLECTIONS MAINTENANCE WORKER I	PEU, Local 1	4,218	4,429	4,650	4,883	5,127	Monthly
			24.33	25.55	26.83	28.17	29.58	Hourly
								•
4237	WASTEWATER COLLECTIONS MAINTENANCE WORKER II	PEU, Local 1	5,061	5,314	5,580	5,859	6,152	Monthly
			29.20	30.66	32.19	33.80	35.49	Hourly
4238	WASTEWATER COLLECTIONS MAINTENANCE WORKER III	PEU, Local 1	5,698	5,983	6,282	6,596	6,926	Monthly
			32.87	34.52	36.24	38.05	39.96	Hourly
4166	WASTEWATER TREATMENT FACILITY OP. TRAINEE/I	PEU, Local 1	6,123	6,429	6,750	7,087	7,442	Monthly
			35.33	37.09	38.94	40.89	42.93	Hourly
4235	WASTEWATER TREATMENT FACILITY OP. II	PEU, Local 1	6,735	7,072	7,426	7,797	8,186	Monthly
			38.86	40.80	42.84	44.98	47.23	Hourly
1000	WASTEWATER TREATMENT EASH ITY OR III	DELL 14	7.400	7.770	0.400	0.570	0.005	
4293	WASTEWATER TREATMENT FACILITY OP. III	PEU, Local 1	7,409	7,779	8,168	8,576	9,005	Monthly
			42.74	44.88	47.12	49.48	51.95	Hourly
4284	WATER DISTRIBUTION OPERATOR I	PEU. Local 1	5.077	5.331	5.598	5.878	6,172	Monthly
4204	WATER DISTRIBUTION OF ERATOR I	FEO, Local I	29.29	30.76	32.30	33.91	35.61	•
			29.29	30.70	32.30	33.31	33.01	Hourly
4286	WATER DISTRIBUTION OPERATOR II	PEU, Local 1	5,586	5.865	6,158	6.466	6,789	Monthly
1200	WILLIAM THE PROPERTY OF ELECTRON TO	7 20, 200ai 1	32.23	33.84	35.53	37.30	39.17	Hourly
			02.20	00.01	00.00	07.00	00.11	ouriy
4287	WATER DISTRIBUTION OPERATOR III	PEU, Local 1	6,424	6,745	7,082	7,436	7,807	Monthly
			37.06	38.91	40.86	42.90	45.04	Hourly
								•
4131	WATER TREATMENT PLANT OPER.TRAINEE	PEU, Local 1	5,566	5,844	6,136	6,443	6,765	Monthly
			32.11	33.72	35.40	37.17	39.03	Hourly
								•

4180	WATER TREATMENT PLANT OPERATOR II	PEU, Local 1	6,123	6,429	6,750	7,087	7,442	Monthly
			35.33	37.09	38.94	40.89	42.93	Hourly
4230	WATER TREATMENT PLANT OPERATOR III	PEU, Local 1	6,734	7,071	7,425	7,796	8,186	Monthly
			38.85	40.79	42.84	44.98	47.23	Hourly
								•
4291	WATER TREATMENT PLANT OPERATOR IV	PEU, Local 1	7,409	7,779	8,168	8,576	9,005	Monthly
			42.74	44.88	47.12	49.48	51.95	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

PSMM - Police Sworn Mid Manager

PS - Police Sergeant

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

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

r dono Employees emen, 2000 m r Emi 20	Bargaining		0,		SAL	ARY STEPS	3					
JCN CLASSIFICATION	Group	1	2	3	4	5	6	7	8	9		
5101 ACCOUNTANT I	PEU, Local 1	5,552	5,691	5,830	5,976	6,122	6,275	6,428	6,589	6,749	Monthly	
		32.03	32.83	33.63	34.48	35.32	36.20	37.08	38.01	38.94	Hourly	
5100 ACCOUNT CLERK-INTERMEDIATE	PEU, Local 1	3,860	3,957	4,053	4,155	4,256	4,363	4,469	4,581	4,693	Monthly	
		22.27	22.83	23.38	23.97	24.55	25.17	25.78	26.43	27.08	Hourly	
5162 ACCOUNT CLERK-SENIOR	PEU, Local 1	4,247	4,353	4,459	4,571	4,682	4,799	4,916	5,039	5,162	Monthly	
		24.50	25.11	25.73	26.37	27.01	27.69	28.36	29.07	29.78	Hourly	
5244 ADMINISTRATIVE ANALYST I	PEU, Local 1	5,781	5,926	6,070	6,222	6,374	6,534	6,693	6,860	7,028	Monthly	
		33.35	34.19	35.02	35.90	36.77	37.70	38.61	39.58	40.55	Hourly	
5020 ADMINISTRATIVE ASSISTANT	PEU, Local 1	4,487	4,599	4,711	4,829	4,947	5,071	5,194	5,324	5,454	Monthly	
		25.89	26.53	27.18	27.86	28.54	29.26	29.97	30.72	31.47	Hourly	
5040 ADMINISTRATIVE CLERK I	PEU, Local 1	3,237	3,318	3,399	3,484	3,569	3,658	3,747	3,841	3,934	Monthly	
		18.68	19.14	19.61	20.10	20.59	21.10	21.62	22.16	22.70	Hourly	
5060 ADMINISTRATIVE CLERK II	PEU, Local 1	3,561	3,650	3,739	3,833	3,926	4,024	4,122	4,225	4,328	Monthly	
		20.54	21.06	21.57	22.11	22.65	23.22	23.78	24.38	24.97	Hourly	
5085 ADMINISTRATIVE CLERK III	PEU, Local 1	3,916	4,014	4,112	4,215	4,318	4,426	4,534	4,647	4,761	Monthly	
		22.59	23.16	23.72	24.32	24.91	25.53	26.16	26.81	27.47	Hourly	
5090 ANIMAL SERVICES OFFICER I	PEU, Local 1	3,940	4,039	4,137	4,241	4,344	4,453	4,561	4,675	4,789	Monthly	
		22.73	23.30	23.87	24.47	25.06	25.69	26.31	26.97	27.63	Hourly	
5095 ANIMAL SERVICES OFFICER II	PEU, Local 1	4,319	4,427	4,535	4,649	4,762	4,881	5,000	5,125	5,250	Monthly	
		24.92	25.54	26.16	26.82	27.47	28.16	28.85	29.57	30.29	Hourly	
5270 BUILDING INSPECTOR I	PEU, Local 1	5,196	5,326	5,456	5,593	5,729	5,872	6,015	6,165	6,316	Monthly	
		29.98	30.73	31.48	32.27	33.05	33.88	34.70	35.57	36.44	Hourly	
5292 BUILDING INSPECTOR II	PEU, Local 1	5,974	6,124	6,273	6,430	6,587	6,752	6,916	7,089	7,262	Monthly	
		34.47	35.33	36.19	37.10	38.00	38.95	39.90	40.90	41.90	Hourly	
5062 BUILDING MAINTENANCE WORKER I	PEU, Local 1	4,211	4,317	4,422	4,533	4,643	4,759	4,875	4,997	5,119	Monthly	
		24.29	24.91	25.51	26.15	26.79	27.46	28.13	28.83	29.53	Hourly	
5121 BUILDING MAINTENANCE WORKER II	PEU, Local 1	4,604	4,719	4,834	4,955	5,076	5,203	5,330	5,463	5,596	Monthly	
		26.56	27.23	27.89	28.59	29.28	30.02	30.75	31.52	32.28	Hourly	
5285 CODE ENFORCEMENT OFFICER	PEU, Local 1	5,310	5,443	5,576	5,716	5,855	6,002	6,148	6,302	6,455	Monthly	
		30.63	31.40	32.17	32.98	33.78	34.63	35.47	36.36	37.24	Hourly	

5115 COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	4,385	4,495	4,604	4,719	4,834	4,955	5,076	5,203	5,330	Monthly	
		25.30	25.93	26.56	27.23	27.89	28.59	29.28	30.02	30.75	Hourly	
5144 COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	4,822	4,943	5,063	5,190	5,316	5,449	5,582	5,721	5,861	Monthly	
		27.82	28.52	29.21	29.94	30.67	31.44	32.20	33.01	33.81	Hourly	
5243 CONSTRUCTION INSPECTOR	PEU, Local 1	5,746	5,890	6,033	6,184	6,335	6,494	6,652	6,818	6,985	Monthly	
		33.15	33.98	34.81	35.68	36.55	37.47	38.38	39.33	40.30	Hourly	
5050 CUSTODIAN I	PEU, Local 1	3,480	3,567	3,654	3,746	3,837	3,933	4,029	4,130	4,231	Monthly	
		20.08	20.58	21.08	21.61	22.14	22.69	23.24	23.83	24.41	Hourly	
5082 CUSTODIAN II	PEU, Local 1	3,829	3,925	4,020	4,121	4,221	4,327	4,432	4,543	4,654	Monthly	
		22.09	22.64	23.19	23.78	24.35	24.96	25.57	26.21	26.85	Hourly	
5030 CUSTOMER SERVICES REP I	PEU, Local 1	3,461	3,548	3,634	3,725	3,816	3,912	4,007	4,107	4,208	Monthly	
		19.97	20.47	20.97	21.49	22.02	22.57	23.12	23.69	24.28	Hourly	
5070 CUSTOMER SERVICES REP II	PEU, Local 1	3,793	3,888	3,983	4,083	4,182	4,287	4,391	4,501	4,610	Monthly	
		21.88	22.43	22.98	23.56	24.13	24.73	25.33	25.97	26.60	Hourly	
5161 CUSTOMER SERVICES REPSENIOR	PEU, Local 1	4,172	4,277	4,381	4,491	4,600	4,715	4,830	4,951	5,071	Monthly	
		24.07	24.68	25.28	25.91	26.54	27.20	27.87	28.56	29.26	Hourly	
5170 ELECTRICAL TECHNICIAN I	PEU, Local 1	5,780	5,925	6,069	6,221	6,372	6,532	6,691	6,858	7,025	Monthly	
		33.35	34.18	35.01	35.89	36.76	37.68	38.60	39.57	40.53	Hourly	
5265 ELECTRICAL TECHNICIAN II	PEU. Local 1	6,358	6.517	6.676	6.843	7,010	7.185	7.360	7,544	7.728	Monthly	
3203 ELECTRICAL TECHNICIAN II	FEU, LOCAL I	36.68	37.60	38.52	39.48	40.44	41.45	42.46	43.52	44.58	Hourly	
		30.00	37.00	30.32	JJ.40	40.44	41.40	74.70	40.02	44.50	riouny	
5280 ELECTRICAL TECHNICIAN III	PEU, Local 1	6,993	7,168	7,343	7,527	7,710	7,903	8,096	8,298	8,501	Monthly	
• • • • • • • • • • • • • • • • • • • •	0, _000	40.34	41.35	42.36	43.43	44.48	45.59	46.71	47.87	49.04	Hourly	

5300 ENGINEER - ASSISTANT	PEU, Local 1	6,333	6,492	6,650	6,816	6,982	7,157	7,331	7,514	7,697	Monthly	
		36.54	37.45	38.37	39.32	40.28	41.29	42.29	43.35	44.41	Hourly	
FOLE ENGINEERING TECHNICIAN I	DELL 14	4.005	F 0.40	F 474	F 004	E 400	F 500	F 700	5.044	5.007	M (1)	
5215 ENGINEERING TECHNICIAN I	PEU, Local 1	4,925	5,048	5,171	5,301	5,430	5,566	5,702	5,844	5,987	Monthly	
		28.41	29.12	29.83	30.58	31.33	32.11	32.90	33.72	34.54	Hourly	
5250 ENGINEERING TECHNICIAN II	PEU, Local 1	5,324	5.457	5.590	5.730	5.870	6.017	6.164	6.318	6,472	Monthly	
	,	30.72	31.48	32.25	33.06	33.87	34.71	35.56	36.45	37.34	Hourly	
											•	
5295 ENGINEERING TECHNICIAN III	PEU, Local 1	6,132	6,286	6,439	6,600	6,761	6,930	7,099	7,277	7,454	Monthly	
		35.38	36.27	37.15	38.08	39.01	39.98	40.96	41.98	43.00	Hourly	
5590 ENVIRONMENTAL COMPLIANCE INSPECTOR	PEU, Local 1	5,698	5,841	5,983	6,133	6,282	6,439	6,596	6,761	6,926	Monthly	
		32.87	33.70	34.52	35.38	36.24	37.15	38.05	39.01	39.96	Hourly	
5036 FIELD CUSTOMER SERVICE REP I	PEU. Local 1	3,448	3.534	3.620	3.711	3.801	3.896	3.991	4,091	4,191	Monthly	
5030 FIELD COSTOWER SERVICE REFT	PEU, LOCAL I	19.89	20.39	20.88	21.41	21.93	22.48	23.03	23.60	24.18	Hourly	
		13.03	20.55	20.00	21.41	21.33	22.40	25.05	25.00	24.10	rically	
5083 FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,793	3,888	3,983	4,083	4,182	4,287	4,391	4,501	4,610	Monthly	
		21.88	22.43	22.98	23.56	24.13	24.73	25.33	25.97	26.60	Hourly	
											•	
5246 INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	5,381	5,516	5,650	5,791	5,932	6,081	6,229	6,385	6,540	Monthly	
		31.04	31.82	32.60	33.41	34.22	35.08	35.94	36.84	37.73	Hourly	
5260 INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	5,920	6,068	6,216	6,372	6,527	6,690	6,853	7,024	7,196	Monthly	
		34.15	35.01	35.86	36.76	37.66	38.60	39.54	40.52	41.52	Hourly	
5281 INSTRUMENTATION TECHNICIAN I	PEU, Local 1	5,780	5,925	6,069	6,221	6,372	6.532	6,691	6,858	7,025	Monthly	
OLOT INCTIONALITY TOTAL PLOT INTO MARKET	1 20, 20001 1	33.35	34.18	35.01	35.89	36.76	37.68	38.60	39.57	40.53	Hourly	
5282 INSTRUMENTATION TECHNICIAN II	PEU, Local 1	6,358	6,517	6,676	6,843	7,010	7,185	7,360	7,544	7,728	Monthly	
		36.68	37.60	38.52	39.48	40.44	41.45	42.46	43.52	44.58	Hourly	
5283 INSTRUMENTATION TECHNICIAN III	PEU, Local 1	6,993	7,168	7,343	7,527	7,710	7,903	8,096	8,298	8,501	Monthly	
		40.34	41.35	42.36	43.43	44.48	45.59	46.71	47.87	49.04	Hourly	
5110 KENNEL ATTENDANT I	PEU, Local 1	3,570	3,659	3,748	3,842	3,935	4,034	4,132	4,236	4,339	Monthly	
		20.60	21.11	21.62	22.17	22.70	23.27	23.84	24.44	25.03	Hourly	
5111 KENNEL ATTENDANT II	PEU, Local 1	3,927	4,025	4,123	4,226	4,329	4,437	4,545	4,659	4,773	Monthly	
STIT RENNEL ATTENDANT II	FEO, Local 1	22.66	23.22	23.79	24.38	24.98	25.60	26.22	26.88	27.53	Hourly	
		22.00	25.22	23.19	24.50	24.50	23.00	20.22	20.00	21.55	riouny	
5530 LABORATORY ANALYST I	PEU, Local 1	5,498	5,636	5,773	5,918	6,062	6,214	6,365	6,524	6,684	Monthly	
		31.72	32.52	33.31	34.14	34.97	35.85	36.72	37.64	38.56	Hourly	
											•	
5581 LABORATORY ANALYST II	PEU, Local 1	6,049	6,200	6,351	6,510	6,669	6,836	7,002	7,177	7,352	Monthly	
		34.90	35.77	36.64	37.56	38.48	39.44	40.40	41.41	42.42	Hourly	
5064 LABORATORY ASSISTANT	PEU, Local 1	4,781	4,901	5,020	5,146	5,271	5,403	5,535	5,674	5,812	Monthly	
		27.58	28.28	28.96	29.69	30.41	31.17	31.93	32.73	33.53	Hourly	

5225	MECHANIC-LEAD	PEU, Local 1	5,161	5,290	5,419	5,555	5,690	5,832	5,974	6,123	6,273	Monthly	
			29.78	30.52	31.26	32.05	32.83	33.65	34.47	35.33	36.19	Hourly	
5063	PARK MAINTENANCE WORKER I	PEU, Local 1	3,854	3,951	4,047	4,148	4,249	4,355	4,461	4,572	4,684	Monthly	
			22.23	22.79	23.35	23.93	24.51	25.13	25.74	26.38	27.02	Hourly	
5400	DADI/ MAINTENANCE WORKED II	DELL 14	4.000	4044	4.450	4.500	4.070	4.700	4.007	5.000	F 450		
5122	PARK MAINTENANCE WORKER II	PEU, Local 1	4,238	4,344	4,450	4,562	4,673	4,790	4,907	5,030	5,152	Monthly	
			24.45	25.06	25.67	26.32	26.96	27.63	28.31	29.02	29.72	Hourly	
5200	PARK MAINTENANCE WORKER III	PEU. Local 1	4,662	4.779	4.895	5,018	5,140	5.269	5,397	5,532	5.667	Monthly	
3200	PARK MAINTENANCE WORKER III	FEO, Local I	-				-		-			•	
			26.90	27.57	28.24	28.95	29.65	30.40	31.14	31.92	32.70	Hourly	
5245	PLANNER-ASSISTANT	PEU, Local 1	5,670	5,812	5,954	6,103	6,252	6,409	6,565	6,729	6,893	Monthly	
			32.71	33.53	34.35	35.21	36.07	36.98	37.88	38.82	39.77	Hourly	
5255	PLANS EXAMINER	PEU, Local 1	6,303	6,461	6,618	6,784	6,949	7,123	7,296	7,479	7,661	Monthly	
			36.36	37.28	38.18	39.14	40.09	41.09	42.09	43.15	44.20	Hourly	
5140	PLANT MAINTENANCE MECHANIC	PEU, Local 1	5,588	5,728	5,867	6,014	6,160	6,314	6,468	6,629	6,791	Monthly	
			32.24	33.05	33.85	34.70	35.54	36.43	37.32	38.24	39.18	Hourly	
5221	PLANT MAINTENANCE MECHANIC -SENIOR	PEU, Local 1	6,145	6,299	6,452	6,614	6,775	6,945	7,114	7,292	7,470	Monthly	
			35.45	36.34	37.22	38.16	39.09	40.07	41.04	42.07	43.10	Hourly	
5061	PUBLIC WORKS MAINTENANCE WORKER I	PEU, Local 1	3,854	3,951	4,047	4,148	4,249	4,355	4,461	4,572	4,684	Monthly	
			22.23	22.79	23.35	23.93	24.51	25.13	25.74	26.38	27.02	Hourly	

5120 PUBLIC WORKS MAINTENANCE WORKER II	PEU. Local 1	4.238	4.344	4.450	4.562	4.673	4.790	4.907	5.030	5.152	Monthly	
5120 PUBLIC WORKS MAINTENANCE WORKER II	PEU, Local I	,							,		Monthly	
		24.45	25.06	25.67	26.32	26.96	27.63	28.31	29.02	29.72	Hourly	
5150 PUBLIC WORKS MAINTENANCE WORKER III	PEU. Local 1	4,662	4,779	4,895	5,018	5,140	5,269	5,397	5,532	5,667	Monthly	
3130 FOBEIG WORKS MAINTENANCE WORKER III	FLO, Local I	26.90	27.57	28.24	28.95	29.65	30.40	31.14	31.92	32.70	Hourly	
		20.50	21.01	20.24	20.55	20.00	50.40	01.14	01.02	32.70	ribuily	
5080 RECREATION COORDINATOR	PEU, Local 1	4,227	4.333	4,438	4,549	4,660	4,777	4,893	5,015	5,138	Monthly	
	0, _000	24.39	25.00	25.60	26.24	26.88	27.56	28.23	28.93	29.64	Hourly	
		200	20.00	20.00		20.00		20.20	20.00	20.01	,	
5117 REGISTERED VETERINARY TECH	PEU, Local 1	4,319	4,427	4,535	4,649	4,762	4,881	5,000	5,125	5,250	Monthly	
		24.92	25.54	26.16	26.82	27.47	28.16	28.85	29.57	30.29	Hourly	
											•	
5058 UTILITIES TREATMENT PLANT MAINTENANCE WORKER I	PEU, Local 1	3,854	3,951	4,047	4,148	4,249	4,355	4,461	4,572	4,684	Monthly	
		22.23	22.79	23.35	23.93	24.51	25.13	25.74	26.38	27.02	Hourly	
5118 UTILITIES TREATMENT PLANT MAINTENANCE WORKER II	PEU, Local 1	4,238	4,344	4,450	4,562	4,673	4,790	4,907	5,030	5,152	Monthly	
		24.45	25.06	25.67	26.32	26.96	27.63	28.31	29.02	29.72	Hourly	
5236 WASTEWATER COLLECTIONS MAINTENANCE WORKER I	PEU, Local 1	4,218	4,324	4,429	4,540	4,650	4,767	4,883	5,005	5,127	Monthly	
		24.33	24.95	25.55	26.19	26.83	27.50	28.17	28.88	29.58	Hourly	
5237 WASTEWATER COLLECTIONS MAINTENANCE WORKER II	PEU, Local 1	5,061	5,188	5,314	5,447	5,580	5,720	5,859	6,005	6,152	Monthly	
		29.20	29.93	30.66	31.43	32.19	33.00	33.80	34.64	35.49	Hourly	
5238 WASTEWATER COLLECTIONS MAINTENANCE WORKER III	PEU, Local 1	5,698	5,841	5,983	6,133	6,282	6,439	6,596	6,761	6,926	Monthly	
		32.87	33.70	34.52	35.38	36.24	37.15	38.05	39.01	39.96	Hourly	
5400 WAGTEWATER TREATMENT EAGULITY OR TRAINIES!	DELL 14	0.400	0.070	0.400	0.500	0.750	0.040	7.007	7.004	7.440		
5166 WASTEWATER TREATMENT FACILITY OP. TRAINEE/I	PEU, Local 1	6,123	6,276	6,429	6,590	6,750	6,919	7,087	7,264	7,442	Monthly	
		35.33	36.21	37.09	38.02	38.94	39.92	40.89	41.91	42.93	Hourly	
5235 WASTEWATER TREATMENT FACILITY OP. II	PEU. Local 1	6,735	6,904	7,072	7,249	7,426	7,612	7,797	7,992	8,186	Monthly	
5255 WASTEWATER TREATMENT FACILITY OF IT	FEU, LUCAI I	38.86	39.83	40.80	41.82	42.84	43.92	44.98	46.11	47.23	•	
		30.00	39.03	40.60	41.02	42.04	43.92	44.90	40.11	47.23	Hourly	
5293 WASTEWATER TREATMENT FACILITY OP. III	PEU. Local 1	7,409	7,594	7,779	7,974	8,168	8,372	8,576	8,790	9,005	Monthly	
3233 WAGTEWATER TREATMENT FACILITY OF THE	1 LO, Local 1	42.74	43.81	44.88	46.00	47.12	48.30	49.48	50.71	51.95	Hourly	
		72.77	40.01	44.00	40.00	47.12	40.50	43.40	30.71	31.93	ribuily	
5284 WATER DISTRIBUTION OPERATOR I	PEU. Local 1	5.077	5.204	5.331	5.465	5.598	5.738	5.878	6.025	6.172	Monthly	
SEST WITER BISTINGS FIRST STATE	1 20, 2000.	29.29	30.02	30.76	31.53	32.30	33.10	33.91	34.76	35.61	Hourly	
		20.20	00.02	000	01.00	02.00	00.10	00.01	0 0	00.01	7.00.1.9	
5286 WATER DISTRIBUTION OPERATOR II	PEU, Local 1	5,586	5,726	5,865	6,012	6,158	6,312	6,466	6,628	6,789	Monthly	
		32.23	33.03	33.84	34.68	35.53	36.42	37.30	38.24	39.17	Hourly	
								00			,,	
5287 WATER DISTRIBUTION OPERATOR III	PEU, Local 1	6,424	6,585	6,745	6,914	7,082	7,259	7,436	7,622	7,807	Monthly	
		37.06	37.99	38.91	39.89	40.86	41.88	42.90	43.97	45.04	Hourly	
											•	

5131	WATER TREATMENT PLANT OPER.TRAINEE	PEU, Local 1	5,566	5,705	5,844	5,990	6,136	6,290	6,443	6,604	6,765	Monthly
			32.11	32.91	33.72	34.56	35.40	36.29	37.17	38.10	39.03	Hourly
5180	WATER TREATMENT PLANT OPERATOR II	PEU, Local 1	6,123	6,276	6,429	6,590	6,750	6,919	7,087	7,264	7,442	Monthly
			35.33	36.21	37.09	38.02	38.94	39.92	40.89	41.91	42.93	Hourly
5230	WATER TREATMENT PLANT OPERATOR III	PEU, Local 1	6,734	6,903	7,071	7,248	7,425	7,611	7,796	7,991	8,186	Monthly
			38.85	39.83	40.79	41.82	42.84	43.91	44.98	46.10	47.23	Hourly
5291	WATER TREATMENT PLANT OPERATOR IV	PEU, Local 1	7,409	7,594	7,779	7,974	8,168	8,372	8,576	8,790	9,005	Monthly
			42.74	43.81	44.88	46.00	47.12	48.30	49.48	50.71	51.95	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

PSMM - Police Sworn Mid Manager

PS - Police Sergeant