

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

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**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.

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**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	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%
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%
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%
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.

#### **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)

Prepared By:  
Natalie Springer  
Human Resources Director

Submitted By:  
Diana Langley  
City Manager

## ATTACHMENT 1

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

	<i>On-going</i>	<i>One-time</i>	<i>Total</i>
<b>FY 2022-23</b>			
Salary increase - 5.0% COLA	\$ 769,800		769,800
Select equity adjustments per the MOU to market			
<b>Total Cost</b>	<u>\$ 769,800</u>	<u>\$ -</u>	<u>\$ 769,800</u>
<i>General Fund</i>	<i>\$ 311,100</i>	<i>\$</i>	<i>311,100</i>
<i>Water</i>	<i>\$ 153,500</i>	<i>\$</i>	<i>153,500</i>
<i>Wastewater</i>	<i>\$ 240,500</i>	<i>\$</i>	<i>240,500</i>
<i>SASA</i>	<i>\$ 56,500</i>	<i>\$</i>	<i>56,500</i>
<i>VMF</i>	<i>\$ 8,200</i>	<i>\$</i>	<i>8,200</i>

## ATTACHMENT 2

**RESOLUTION 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 16.00%	I
Account Clerk Intermediate	7.75%
Account Clerk- Senior	2.77%
Administrative 29.02%	Analyst I

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%
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Customer Services Representative II	14.00%
Customer Services Rep – Senior	9.29%
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Electrical Technician II	11.00%
Electrical Technician III	5.95%
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Engineering Technician II	24.50%
Engineering Technician III	24.50%
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Information Systems Technician II	12.00%
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Instrumentation Technician II	11.00%
Instrumentation Technician III	4.53%
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Kennel Attendant II	30.90%
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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%
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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.

AYES:

NOES:

ABSENT:

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Dave Shaw, Mayor

ATTEST:

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Ciara Wakefield, Deputy City Clerk

Approved as to form:

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Stacey Sheston  
BB&K, Special Counsel

## ATTACHMENT 3

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%
Building Inspector II	1.25%
Building Maintenance Worker I	19.25%
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Engineering Technician I	24.50%
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Engineering Technician III	24.50%
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Information Systems Technician I	12.00%
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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

JCN	Classification	Salary Steps				
		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	\$4,256	\$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

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

JCN	Classification	1	2	3	4	5	6	7	8	9
5101	Accountant I	\$5,552	\$5,691	\$5,830	\$5,976	\$6,122	\$6,275	\$6,428	\$6,589	\$6,749
5100	Account Clerk-Intermediate	\$3,860	\$3,957	\$4,053	\$4,155	\$4,256	\$4,363	\$4,469	\$4,581	\$4,693
5162	Account Clerk-Senior	\$4,247	\$4,353	\$4,459	\$4,571	\$4,682	\$4,799	\$4,916	\$5,039	\$5,162
5244	Administrative Analyst I	\$5,781	\$5,926	\$6,070	\$6,222	\$6,374	\$6,534	\$6,693	\$6,860	\$7,028
5020	Administrative Assistant	\$4,487	\$4,599	\$4,711	\$4,829	\$4,947	\$5,071	\$5,194	\$5,324	\$5,454
5040	Administrative Clerk I	\$3,237	\$3,318	\$3,399	\$3,484	\$3,569	\$3,658	\$3,747	\$3,841	\$3,934
5060	Administrative Clerk II	\$3,561	\$3,650	\$3,739	\$3,833	\$3,926	\$4,024	\$4,122	\$4,225	\$4,328
5085	Administrative Clerk III	\$3,916	\$4,014	\$4,112	\$4,215	\$4,318	\$4,426	\$4,534	\$4,647	\$4,761
5090	Animal Services Officer I	\$3,940	\$4,039	\$4,137	\$4,241	\$4,344	\$4,453	\$4,561	\$4,675	\$4,789
5095	Animal Services Officer II	\$4,319	\$4,427	\$4,535	\$4,649	\$4,762	\$4,881	\$5,000	\$5,125	\$5,250
5270	Building Inspector I	\$5,196	\$5,326	\$5,456	\$5,593	\$5,729	\$5,872	\$6,015	\$6,165	\$6,316
5292	Building Inspector II	\$5,974	\$6,124	\$6,273	\$6,430	\$6,587	\$6,752	\$6,916	\$7,089	\$7,262
5062	Building Maintenance Worker I	\$4,211	\$4,317	\$4,422	\$4,533	\$4,643	\$4,759	\$4,875	\$4,997	\$5,119
5121	Building Maintenance Worker II	\$4,604	\$4,719	\$4,834	\$4,955	\$5,076	\$5,203	\$5,330	\$5,463	\$5,596
5285	Code Enforcement Officer	\$5,310	\$5,443	\$5,576	\$5,716	\$5,855	\$6,002	\$6,148	\$6,302	\$6,455
5115	Community Development Tech I	\$4,385	\$4,495	\$4,604	\$4,719	\$4,834	\$4,955	\$5,076	\$5,203	\$5,330
5144	Community Development Tech II	\$4,822	\$4,943	\$5,063	\$5,190	\$5,316	\$5,449	\$5,582	\$5,721	\$5,861
5243	Construction Inspector	\$5,746	\$5,890	\$6,033	\$6,184	\$6,335	\$6,494	\$6,652	\$6,818	\$6,985
5050	Custodian I	\$3,480	\$3,567	\$3,654	\$3,746	\$3,837	\$3,933	\$4,029	\$4,130	\$4,231
5082	Custodian II	\$3,829	\$3,925	\$4,020	\$4,121	\$4,221	\$4,327	\$4,432	\$4,543	\$4,654
5030	Customer Services Rep I	\$3,461	\$3,548	\$3,634	\$3,725	\$3,816	\$3,912	\$4,007	\$4,107	\$4,208
5070	Customer Services Rep II	\$3,793	\$3,888	\$3,983	\$4,083	\$4,182	\$4,287	\$4,391	\$4,501	\$4,610
5161	Customer Services Rep.-Senior	\$4,172	\$4,277	\$4,381	\$4,491	\$4,600	\$4,715	\$4,830	\$4,951	\$5,071
5170	Electrical Technician I	\$5,780	\$5,925	\$6,069	\$6,221	\$6,372	\$6,532	\$6,691	\$6,858	\$7,025
5265	Electrical Technician II	\$6,358	\$6,517	\$6,676	\$6,843	\$7,010	\$7,185	\$7,360	\$7,544	\$7,728
5280	Electrical Technician III	\$6,993	\$7,168	\$7,343	\$7,527	\$7,710	\$7,903	\$8,096	\$8,298	\$8,501
5300	Engineer - Assistant	\$6,333	\$6,492	\$6,650	\$6,816	\$6,982	\$7,157	\$7,331	\$7,514	\$7,697
5215	Engineering Technician I	\$4,925	\$5,048	\$5,171	\$5,301	\$5,430	\$5,566	\$5,702	\$5,844	\$5,987
5250	Engineering Technician II	\$5,324	\$5,457	\$5,590	\$5,730	\$5,870	\$6,017	\$6,164	\$6,318	\$6,472
5295	Engineering Technician III	\$6,132	\$6,286	\$6,439	\$6,600	\$6,761	\$6,930	\$7,099	\$7,277	\$7,454
5590	Environmental Compliance Inspector	\$5,698	\$5,841	\$5,983	\$6,133	\$6,282	\$6,439	\$6,596	\$6,761	\$6,926
5036	Field Customer Service Rep I	\$3,448	\$3,534	\$3,620	\$3,711	\$3,801	\$3,896	\$3,991	\$4,091	\$4,191
5083	Field Customer Service Rep II	\$3,793	\$3,888	\$3,983	\$4,083	\$4,182	\$4,287	\$4,391	\$4,501	\$4,610
5246	Information Systems Technician	\$5,381	\$5,516	\$5,650	\$5,791	\$5,932	\$6,081	\$6,229	\$6,385	\$6,540
5260	Information Systems Technician II	\$5,920	\$6,068	\$6,216	\$6,372	\$6,527	\$6,690	\$6,853	\$7,024	\$7,196
5281	Instrumentation Technician I	\$5,780	\$5,925	\$6,069	\$6,221	\$6,372	\$6,532	\$6,691	\$6,858	\$7,025
5282	Instrumentation Technician II	\$6,358	\$6,517	\$6,676	\$6,843	\$7,010	\$7,185	\$7,360	\$7,544	\$7,728
5283	Instrumentation Technician III	\$6,993	\$7,168	\$7,343	\$7,527	\$7,710	\$7,903	\$8,096	\$8,298	\$8,501
5110	Kennel Attendant I	\$3,570	\$3,659	\$3,748	\$3,842	\$3,935	\$4,034	\$4,132	\$4,236	\$4,339
5111	Kennel Attendant II	\$3,927	\$4,025	\$4,123	\$4,226	\$4,329	\$4,437	\$4,545	\$4,659	\$4,773
5530	Laboratory Analyst I	\$5,498	\$5,636	\$5,773	\$5,918	\$6,062	\$6,214	\$6,365	\$6,524	\$6,684
5581	Laboratory Analyst II	\$6,049	\$6,200	\$6,351	\$6,510	\$6,669	\$6,836	\$7,002	\$7,177	\$7,352
5064	Laboratory Assistant	\$4,781	\$4,901	\$5,020	\$5,146	\$5,271	\$5,403	\$5,535	\$5,674	\$5,812
5220	Mechanic	\$4,691	\$4,809	\$4,926	\$5,049	\$5,172	\$5,302	\$5,431	\$5,567	\$5,703
5225	Mechanic-Lead	\$5,161	\$5,290	\$5,419	\$5,555	\$5,690	\$5,832	\$5,974	\$6,123	\$6,273
5063	Park Maintenance Worker I	\$3,854	\$3,951	\$4,047	\$4,148	\$4,249	\$4,355	\$4,461	\$4,572	\$4,684
5122	Park Maintenance Worker II	\$4,238	\$4,344	\$4,450	\$4,562	\$4,673	\$4,790	\$4,907	\$5,030	\$5,152
5200	Park Maintenance Worker III	\$4,662	\$4,779	\$4,895	\$5,018	\$5,140	\$5,269	\$5,397	\$5,532	\$5,667
5245	Planner-Assistant	\$5,670	\$5,812	\$5,954	\$6,103	\$6,252	\$6,409	\$6,565	\$6,729	\$6,893
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 II	\$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	\$4,893	\$5,015	\$5,138
5117	Registered Veterinary Tech	\$4,319	\$4,427	\$4,535	\$4,649	\$4,762	\$4,881	\$5,000	\$5,125	\$5,250
5058	Utilities Treatment Plant Maintenance Worker I	\$3,854	\$3,951	\$4,047	\$4,148	\$4,249	\$4,355	\$4,461	\$4,572	\$4,684
5118	Utilities Treatment Plant Maintenance Worker II	\$4,238	\$4,344	\$4,450	\$4,562	\$4,673	\$4,790	\$4,907	\$5,030	\$5,152
5236	Wastewater Collections Maintenance Worker I	\$4,218	\$4,324	\$4,429	\$4,540	\$4,650	\$4,767	\$4,883	\$5,005	\$5,127
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: \_\_\_\_\_

City of Yuba City

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

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

Date: 6-28-22

Local 1

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

\_\_\_\_\_  
Dave Calonder



## ATTACHMENT 4

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: \_\_\_\_\_


CITY OF YUBA CITY

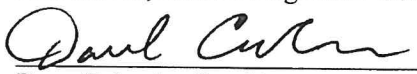
\_\_\_\_\_  
Diana Langley, City Manager

\_\_\_\_\_  
Ben Moody, PWs/Dev. Services Director

Date: 6-28-22

LOCAL 1

  
\_\_\_\_\_  
Ron Slaven, Local 1 Negotiator Consultant

  
\_\_\_\_\_  
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 I/II/II	Wastewater Treatment Facility Operator II/III
Wastewater Treatment Plant Facility Trainee/I	Water Distribution Operator I/II/III
Water Treatment Plant Operator II/III/IV	Water Treatment Plant Operator Trainees

## ATTACHMENT 5

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: \_\_\_\_\_

City of Yuba City


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

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

Date: 6-28-22

Local 1

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

  
\_\_\_\_\_  
Dave Calonder



## ATTACHMENT 6

**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**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS						
			1	2	3	4	5	6	7
4101	ACCOUNTANT I	PEU, Local 1	5,552	5,830	6,122	6,428	6,749		Monthly
			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 REP.-SENIOR	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
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
4283	INSTRUMENTATION 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
4110	KENNEL ATTENDANT I	PEU, Local 1	3,570	3,748	3,935	4,132	4,339	Monthly
			20.60	21.62	22.70	23.84	25.03	Hourly
4111	KENNEL ATTENDANT II	PEU, Local 1	3,927	4,123	4,329	4,545	4,773	Monthly
			22.66	23.79	24.98	26.22	27.53	Hourly
4530	LABORATORY ANALYST I	PEU, Local 1	5,498	5,773	6,062	6,365	6,684	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
			34.90	36.64	38.48	40.40	42.42	Hourly
4064	LABORATORY ASSISTANT	PEU, Local 1	4,781	5,020	5,271	5,535	5,812	Monthly
			27.58	28.96	30.41	31.93	33.53	Hourly
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
4221	PLANT MAINTENANCE MECHANIC -SENIOR	PEU, Local 1	6,145	6,452	6,775	7,114	7,470	Monthly
			35.45	37.22	39.09	41.04	43.10	Hourly
4061	PUBLIC WORKS 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
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
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
			22.23	23.35	24.51	25.74	27.02	Hourly
4118	UTILITIES TREATMENT PLANT 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
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
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
			29.29	30.76	32.30	33.91	35.61	Hourly
4286	WATER DISTRIBUTION OPERATOR II	PEU, Local 1	5,586	5,865	6,158	6,466	6,789	Monthly
			32.23	33.84	35.53	37.30	39.17	Hourly
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**

JCN	CLASSIFICATION	Bargaining 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 REP.-SENIOR	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
			36.68	37.60	38.52	39.48	40.44	41.45	42.46	43.52	44.58	Hourly
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
			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
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
			19.89	20.39	20.88	21.41	21.93	22.48	23.03	23.60	24.18	Hourly
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
			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
			22.66	23.22	23.79	24.38	24.98	25.60	26.22	26.88	27.53	Hourly
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
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
			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
			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
			26.90	27.57	28.24	28.95	29.65	30.40	31.14	31.92	32.70	Hourly
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
			24.39	25.00	25.60	26.24	26.88	27.56	28.23	28.93	29.64	Hourly
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
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
			38.86	39.83	40.80	41.82	42.84	43.92	44.98	46.11	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
			42.74	43.81	44.88	46.00	47.12	48.30	49.48	50.71	51.95	Hourly
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
			29.29	30.02	30.76	31.53	32.30	33.10	33.91	34.76	35.61	Hourly
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
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