

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:** Mid Managers Memorandum of Understanding (MOU)

**Recommendation:** A. Approving a three year Memorandum of Understanding with the Mid Managers group  
B. Approving unrepresented Confidentials' salary increases  
C. Authorizing the Finance Director to amend the salary schedule  
D. Approve supplemental appropriations as required to the impacted division in the affected funds: General, Water, and Wastewater  
E. Authorize the Finance Director to transfer funds from unallocated General Fund 301 in the amount of \$433,128

**Fiscal Impact:** The proposed changes will result in a net increase in cost of \$498,262 for FY22/23.

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**Purpose:**

To approve the Mid Managers (MM) three year Memorandum of Understanding (MOU)

**Council's Strategic Goal:**

This MM MOU addresses the City Council's Strategic Goal of being business friendly and infrastructure.

**Background:**

The Mid Managers' (MM) current MOU expires June 30, 2022. This two-year MOU included a 3.5% salary increase for all represented classifications. All represented MM employees also received a \$4,000 signing bonus in the first full pay period in FY 21/22.

Historically, the benefits and terms of employment for the City's unrepresented Confidential group have been aligned with the Mid-Manager's Letter of Understanding. The Confidential employees also received the 3.5% increase and signing bonus provided to the Mid Management employees.

**Analysis:**

The Mid Managers have agreed to a proposed three-year Memorandum of Understanding effective July 1, 2022 through June 30, 2025 that, among other terms and MOU edits, includes the following material terms:

1. Effective July 2, 2022, all classification will receive a cost of living increase of five percent (5%) salary increase;
2. Effective July 2, 2022 the below classifications will receive equity adjustments as follows:

<u>Classification</u>	<u>Increase</u>
Accounting Manager	05.50%
Administrative Analyst II	11.21%
Administrative Manager	03.00%
Animal Services Manager	13.75%
Chief Building Official	21.00%
City Clerk Administrator	39.00%
Deputy Director of Development Services	05.00%
Deputy Public Works Director – Engineering	05.00%
Deputy Public Works Director – Maintenance	07.53%
Deputy Public Works Director – Utilities	01.40%
Environmental Compliance Manager	10.05%
Parks and Grounds Superintendent	13.75%
Planning Manager	07.85%
Recreation Manager	13.98%

These equity adjustments are cumulative and not compounded with the cost of living adjustments above.

3. The top step for the Division Fire Chief is benchmarked at 15% above the top step of the Battalion Chief. The top step for the Engineer – Senior is benchmarked at 15% above the top step of the Civil Engineer – Associate. The top step for the Parks Maintenance Manager is benchmarked at 15% above the top step of the Parks Maintenance Supervisor.
4. Wage reopener to discuss the City's financial position no later than the end of May in 2023 and 2024 on the issue of wage, to determine if an agreement can be reached on wage increases only with any changes to be effective the first full pay period in July 2023 and 2024. If parties cannot agree on a wage increase during a reopener, there shall be no salary adjustment for that year.

The same methodology that was used for Mid Managers' cost of living increases and equity increases was applied to the unrepresented Confidential. Staff is proposing that Confidential employees will receive a cost of living increase of 5% and equity increases as follows:

<u>Classification</u>	<u>Increase</u>
Administrative Analyst I	29.09%
Administrative Analyst II	25.51%
Executive Assistant to the City Manager	21.71%
Human Resources Technician I	11.00%
Human Resources Technician II	11.00%
Management Analyst	25.51%

The complete MM Memorandum of Understanding including all new terms and language is attached to the proposed resolution accompanying this staff report.

#### **Attachments:**

1. Summary - MM 7-5-2022
2. Summary - Conf 7-5-2022
3. 7-5-22 MM Resolution v3
4. 7-1-22 MM MOU Signed v2
5. Salary Schedule - MM 7-2-2022 v2
6. Salary Schedule - CONF - 7-2-2022

Prepared By:  
Natalie Springer  
Human Resources Director

Submitted By:  
Diana Langley  
City Manager

## ATTACHMENT 1

**City of Yuba City**  
**Mid Managers - 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	\$ 361,762		361,762
Plus equity adjustments per the MOU to market & benchmarking			
<b>Total Cost</b>	<b>\$ 361,762</b>	<b>\$ -</b>	<b>\$ 361,762</b>
<i>General Fund</i>	<i>\$ 296,628</i>	<i>\$</i>	<i>296,628</i>
<i>Water</i>	<i>\$ 12,000</i>	<i>\$</i>	<i>12,000</i>
<i>Wastewater</i>	<i>\$ 31,800</i>	<i>\$</i>	<i>31,800</i>
<i>SASA</i>	<i>\$ 21,300</i>	<i>\$</i>	<i>21,300</i>
<i>VMF</i>	<i>\$ -</i>	<i>\$</i>	<i>-</i>

## ATTACHMENT 2

**City of Yuba City**  
**Confidential Unit - 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	\$ 136,500		136,500
Plus equity adjustments per the MOU to market & benchmarking			
<b>Total Cost</b>	<u>\$ 136,500</u>	<u>\$ -</u>	<u>\$ 136,500</u>
<i>General Fund</i>	<i>\$ 136,500</i>		<i>\$ 136,500</i>
<i>Water</i>	<i>\$ -</i>		<i>\$ -</i>
<i>Wastewater</i>	<i>\$ -</i>		<i>\$ -</i>
<i>SASA</i>	<i>\$ -</i>		<i>\$ -</i>
<i>VMF</i>	<i>\$ -</i>		<i>\$ -</i>

## ATTACHMENT 3



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

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY  
APPROVING THE MID MANAGERS MEMORANDUM OF UNDERSTANDING  
AND RELATED INCREASES FOR UNREPRESENTED CONFIDENTIAL  
EMPLOYEES**

**JULY 1, 2022 – JUNE 30, 2025**

WHEREAS, the City recognizes the Mid Managers commitment to the City and its citizens while providing outstanding and dedicated service to all;

WHEREAS, the City and Mid Managers have negotiated the Memorandum of Understanding (MOU);

WHEREAS, City staff and Mid Managers have negotiated for a cost of living increase, equity adjustments, benchmarking, and wage reopener;

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

Approve the attached Mid Manager MOU, which includes the following new compensation terms:

1. Effective July 2, 2022, all classification will receive a cost of living increase of five percent (5%) salary increase;

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

<u>Classification</u>	<u>Increase</u>
Accounting Manager	05.50%
Administrative Analyst II	11.21%
Administrative Manager	03.00%
Animal Services Manager	13.75%
Chief Building Official	21.00%
City Clerk Administrator	39.00%
Deputy Director of Development Services	05.00%
Deputy Public Works Director – Engineering	05.00%
Deputy Public Works Director – Maintenance	07.53%
Deputy Public Works Director – Utilities	01.40%
Environmental Compliance Manager	10.05%
Parks and Grounds Superintendent	13.75%
Planning Manager	07.85%
Recreation Manager	13.98%

These equity adjustments are cumulative and not compounded with the cost of living adjustments above.

3. The top step for the Division Fire Chief is benchmarked at 15% above the top step of the Battalion Chief. The top step for the Engineer – Senior is benchmarked at 15% above the top step of the Civil Engineer – Associate. The top step for the Parks Maintenance Manager is benchmarked at 15% above the top step of the Parks Maintenance Supervisor.

4. Wage reopener that agrees to reopen to discuss the City's financial position no later than the end of May in 2023 and 2024 on the issue of wage, to determine if an agreement can be reached on wage increases only with any changes to be effective the first full pay period in July 2023 and 2024. If parties cannot agree on a wage increase during a reopener, there shall be no salary adjustment for that year.

The same methodology that was used for Mid Managers' cost of living increases and equity increases was applied to the unrepresented Confidentials. They will receive a cost of living increase of 5% and equity increases as follows:

<u>Classification</u>	<u>Increase</u>
Administrative Analyst I	29.09%
Administrative Analyst II	25.51%
Executive Assistant to the City Manager	21.71%
Human Resources Technician I	11.00%
Human Resources Technician II	11.00%
Management Analyst	25.51%

In addition, staff is authorized to make any necessary clarifying language changes as long as the changes do not modify the MOU'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 4

MEMORANDUM OF UNDERSTANDING  
Between  
The City of Yuba City  
And  
The Mid-Managers Unit

July 1, 2022 through June 30, 2025

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## PREAMBLE:

This agreement between the City of Yuba City (City) and the Mid-Managers Unit has as its purpose the promotion of harmonious labor relations between the City and the Mid-Managers Unit and the establishment of rates of pay, hours of work, and other conditions of employment. The City recognizes the Mid-Managers Unit as the exclusive representative for full-time and regular part-time employees in the classifications in Appendix "A" as amended.

## ARTICLE 1: SALARY

### 1.1 Salary Increases

Effective July 2, 2022, all classifications will receive a cost of living increase of five percent (5.0%) salary increase.

### 1.2 Equity Adjustments

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

<u>Classification</u>	<u>Increase</u>
Accounting Manager	05.50%
Administrative Analyst III	11.21%
Administrative Manager	03.00%
Animal Services Manager	13.75%
Chief Building Official	21.00%
City Clerk Administrator	39.00%
Deputy Director of Development Services	05.00%
Deputy Public Works Director – Engineering	05.00%
Deputy Public Works Director – Maintenance	07.53%
Deputy Public Works Director – Utilities	01.40%
Environmental Compliance Manager	10.05%
Parks and Grounds Superintendent	13.75%
Planning Manager	07.85%
Recreation Manager	13.98%

These equity adjustments are cumulative and not compounded with the cost of living adjustments above.

### 1.3 Benchmark Classifications

The top step for the Division Fire Chief is benchmarked at fifteen percent (15.0%) above the top step of the Battalion Chief.

The top step for the Engineer - Senior is benchmarked at fifteen percent (15.0%) above the top step of the Civil Engineer – Associate.

The top step for the Parks Maintenance Manager is benchmarked at fifteen percent (15.0%) above the top step of the Parks Maintenance Supervisor.

#### 1.4 Wage Reopeners

The parties agree to a reopen to discuss the City's financial position no later than the end of May in 2023 and 2024 on the issue of wage, to determine if an agreement can be reached on wage increases only with any changes to be effective the first full pay period in July 2023 and 2024 respectively, unless agreed otherwise. If the parties cannot agree on a wage increase during a reopener, there shall be no salary adjustment for that year.

#### 1.5 Salary Schedule

Employees hired in any Mid-Manager position after November 25, 2017, will be on the 9-step salary schedule, attached as Appendix "C". The 9-step salary schedule has both the first step and last step the same as the 5-step salary schedule. The 5-Step salary schedules is attached as Appendix "B".

#### 1.6 Bilingual Pay

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

### ARTICLE 2: PUBLIC EMPLOYEES' RETIREMENT SYSTEM

#### 2.1 Retirement Terminology

Employees will receive retirement benefits from the California Public Employees' Retirement System (CalPERS).

The use of terms "classic member" and "new member" shall be as defined by CalPERS and the Public Employee Pension Reform Act of 2013 (PEPRA).

A new member is defined as:

- An individual who becomes a member of any public retirement system for the first time on or after January 1, 2013, and has no prior membership in any other public retirement system; or
- An individual who becomes a member of any public retirement system for the first time on or after January 1, 2013, and is not eligible for reciprocity with another public retirement system; or
- An individual who established prior membership in a retirement system and after a break in service of more than six months, returns to active membership in that system with a new employer.



## 2.2 Miscellaneous Member Retirement Formulas

- A. Employees hired before August 2, 1991, shall receive the 2.7% at 55 miscellaneous CalPERS formula with the one (1) year final average compensation period. The City shall pay 100% of the employee's contribution to CalPERS and report the employer payment of the member contributions to CalPERS as additional compensation for retirement purposes only. These members shall pay the eight percent (8%) of the employers' contribution via a CalPERS contract amendment on a pre-tax basis.
- B. Employees hired between August 1, 1991, and July 1, 2012, shall receive the 2.7% at 55 miscellaneous CalPERS formula with the three (3) years final average compensation period. The City shall pay 100% of the employee's contribution to CalPERS and report the employer payment of the member contributions to CalPERS as additional compensation for retirement purposes only. These members shall pay the eight percent (8%) of the employers' contribution via a CalPERS contract amendment on a pre-tax basis.
- C. Employees hired after June 30, 2012, who are not classified as a new member shall receive the 2% at 55 miscellaneous CalPERS formula with the three (3) years final average compensation period. The City shall pay 100% of the employee's contribution to CalPERS and report the employer payment of the member contributions to CalPERS as additional compensation for retirement purposes only. These members shall pay the seven percent (7%) of the employers' contribution via a CalPERS contract amendment on a pre-tax basis.
- D. Employees hired after December 31, 2012 who are classified as new member shall receive the 2% at 62 miscellaneous CalPERS formula with the three (3) years final average compensation period. These employees shall pay one half the total normal cost as determined annually by CalPERS on a pre-tax basis.
- E. Miscellaneous retirement formulas have the following optional CalPERS retirement benefits:
  - Non-Industrial Disability Improved
  - Optional Settlement 2
  - 1959 Survivor Benefit Level Indexed
  - Post-Retirement Death Benefits \$500 lump sum
  - Survivor Allowance (PRSA)
  - 3% Retirement COLA

## 2.3 Fire Safety Member Retirement Formulas

- A. Employees hired before July 1, 2012, shall receive the 3% at 50 safety CalPERS formula with the three (3) years final average compensation period. The City shall pay 100% of the employee's contribution to CalPERS and report the employer payment of the member contributions to CalPERS as additional compensation for

retirement purposes only. These members shall pay the nine percent (9%) of the employers' contribution via a CalPERS contract amendment on a pre-tax basis.

- B. Employees hired after June 30, 2012, who are not classified as a new member shall receive the 3% at 55 safety CalPERS formula with the three (3) years final average compensation period. The City shall pay 100% of the employee's contribution to CalPERS and report the employer payment of the member contributions to CalPERS as additional compensation for retirement purposes only. These members shall pay the nine percent (9%) of the employers' contribution via a CalPERS contract amendment on a pre-tax basis.
- C. Employees hired after December 31, 2012 who are classified as new member shall receive the 2.7% at 57 safety CalPERS formula with the three (3) years final average compensation period. These employees shall pay one half the total normal cost as determined annually by CalPERS on a pre-tax basis.
- D. All retirement plans have the following optional CalPERS retirement benefits:
  - Sick Leave Service Credit
  - Non-Industrial Disability Standard
  - Industrial Disability Standard
  - Pre-Retirement Death Benefits:
    - Optional Settlement 2
    - 1959 Survivor Benefit Level Indexed
    - Special
  - Post-Retirement Death Benefits \$500 lump sum
  - Survivor Allowance (PRSA)
  - 3% Retirement COLA

#### ARTICLE 3: FLOATING HOLIDAYS

Employees receive two (2) floating holidays per fiscal year which must be used during the fiscal year. These two (2) floating holidays have no cash value and may not be carried over to a subsequent fiscal year. If any employee in this unit does not use either or both of these floating holidays during the fiscal year when the holidays are provided, the employee forfeits the unused floating holiday(s). Scheduling/approval of use of the floating holidays must be in accordance with the requirements of Rule 2.08 the Personnel Rules and Regulations.

#### ARTICLE 4: BENEFITS

##### 4.1 Health Plans

- A. Employee Contributions:  
Employee contributions are on a pre-tax basis.

B. Health Care Premium Cost:

The City shall pay 80% of the lowest cost health plan available to the majority of City employees.

C. Cash-in-Lieu Payment:

Cash-in-Lieu payments are when an employee reduces the level of health care coverage rather than entire coverage shall be as follows:

- Employees, who reduce the level of health care coverage to which they are entitled, i.e. from full family coverage to employee plus one, or employee only coverage, or from employee plus one to employee only coverage, shall be entitled to a Cash-in-Lieu benefit. The Cash-in-Lieu benefit is based upon the lowest cost health plan available to the majority of City Employees.
- The employee making the election covered above, shall receive the difference between the Cash-in-Lieu benefit to which they would have been entitled had they waived coverage at their present coverage level and Cash-in-Lieu benefit for the lower level elected.
- The Cash-in-Lieu of medical insurance bonus for employees electing to forego health insurance coverage will be based on the below percentages of the current lowest cost health plan available to the majority of City employees:

Employee only:	25%
Employee plus one dependent:	25%
Family coverage:	30%

#### 4.2 Dental and Vision Plans

The City pays 90% of the premium and employees pay 10% of the premium. Premiums will be based on periodic actuarial conducted by an outside consultant. Employees will participate in the City's Dental and Vision Plan in a manner provided in the adopted Dental and Vision Plan Agreements.

Effective January 1, 2020, for dental, the calendar year maximum shall increase to \$1,750 and for vision, the benefit maximum (as defined in the plan document) shall increase to \$600 every 24 months.

#### 4.3 Life Insurance

Life insurance benefit amount of one hundred thousand dollars (\$100,000) shall be maintained for employees.

#### 4.4 Employee Assistance Program (EAP)

The EAP is an employee benefit that assist employees with personal problems and/or work-related problems that may impact their job performance, health, mental and emotional well-being. The EAP provides free and confidential assessments, short-term counseling, referrals, and follow-up services for employees and their household members. For details about the EAP program, please see the Human Resources Department.

#### 4.5 Health Benefits Committee

The Mid-Managers Unit shall designate at least one (1) representative to the citywide health benefits committee. The general purpose of the committee is to address benefit plan design and cost containment. The committee will also contain members from other employee groups.

#### 4.6 Flexible Spending Account

The City will offer employee-funded Flexible Spending Accounts for both dependent care and medical.

#### 4.7 Long Term Disability

The City provides a long-term disability program for employees.

#### 4.8 Tuition Reimbursement

Tuition reimbursement is maximum of five thousand dollars (\$5,000) per fiscal year.

### ARTICLE 5: DEFERRED COMPENSATION

Employees receive \$100.00 per month into their deferred compensation account.

### ARTICLE 6: VACATION ACCRUAL

Employees accrue vacation will be as follows:

<u>Years of Service</u>	<u>Bi-Weekly Rate</u>
0-Completion of 4 years	4.0 hours
5-Completion of 10 years	5.5 hours
11-Completion of 15 years	6.5 hours
16 or more years	7.1 hours

#### Vacation Accrual and Post-Separation Contributions of Accrued Leave Hours

With respect to accrued vacation leave hours (as well as other leave hours described below) that are on the books at the time of an employee's separation, the City will make mandatory contributions of such hours as follows:

Upon separation from employment, for retirement from City service or otherwise, 100% of eligible leave, including sick, vacation, and administrative leave, (determined in accordance with City Rules and Regulations, applicable LOU and based upon length of service) shall be contributed on a mandatory basis for the benefit of the employee to the City's 457(b) plan by the City subject to the annual limitations on contributions to such plan, including catch up contribution limits if applicable. The eligible and remaining leave balance (determined in accordance with City Rules and Regulations, applicable LOU and based upon length of service) after the mandatory allocation to the 457(b) plan, shall be paid out to the employee in taxable compensation; provided that the total amount allocated to the 457(b) plan and paid as taxable compensation does not exceed the applicable limits as set forth in the LOU.

Example 1: An employee has 2500 hours of accrued sick leave and 300 hours of accrued vacation hours and is separating from service (whether to retire or otherwise). If the employee is subject to the 50% limit of total accrued sick leave based on their

MOU and length of service, the employee would only have 1250 sick leave hours eligible for allocation. As such, only 1250 sick leave hours are considered eligible. The 1250 sick leave hours would be contributed to the City's 457(b) plan, subject to the applicable contribution limits, and any remaining hours would be paid out as taxable compensation. 100% of accrued vacation hours are eligible for allocation. As such, 300 hours would be contributed to the City's 457(b) plan, subject to the applicable contribution limits, and any remaining hours of the 1250 would be paid out as taxable compensation.

Example 2: An employee has 2500 hours of accrued sick leave and 300 hours of accrued vacation hours and is separating from service (whether to retire or otherwise). If the employee is subject to the 30% limit of total accrued sick leave based on their MOU and length of service, the employee would only have 750 sick leave hours eligible for allocation. As such, only 750 sick leave hours are considered "eligible". All 750 sick leave hours would be contributed to the City's 457(b) plan, subject to the applicable contribution limits, and any remaining hours would be paid out as taxable compensation. 100% of accrued vacation hours are eligible for allocation. As such, all 300 hours would be contributed to the City's 457(b) plan, subject to the applicable contribution limits, and any remaining hours would be paid out as taxable compensation. For clarification of a related note, the PERS Sick Leave Conversion is not available for the miscellaneous employees in this unit.

#### ARTICLE 7: CERTIFICATIONS

The City pays the costs associated with obtaining and maintaining special certificates that are both required by the State of California, the City of Yuba City or any governmental agency to obtain and maintain as a condition of employment.

#### ARTICLE 8: ADMINISTRATIVE LEAVE

##### 8.1 Allocation

Mid-Managers are exempt employees whose duties often require them to work outside of the City's typical business hours. In acknowledgement of such duties, bargaining unit employees shall be allocated eighty (80) hours of administrative leave with the first payroll period of each calendar year. For any employee who becomes a member mid-year, the employee shall be credited with a pro-rata amount of administrative leave for the balance of the year. Employees may use the leave subject to the approval of their Department Head, except that leave cannot be used prior to separation of employment in order to delay the separation date.

##### 8.2 Maximum Cash Out

By December 1 of each year, an employee may annually make an irrevocable advance election to cash out a maximum of forty (40) hours of administrative leave that will be accrued in the next calendar year. The election shall be made on the form provided by the City for this purpose. The hours selected for cash-out will be paid in the first non-payroll week of January of the following year.

### 8.3 Maximum Carry Over

Employees shall be allowed to carry over a maximum of forty (40) hours of unused administrative leave to the next calendar year, subject to a maximum accrual cap of 160 administrative hours. Any unused administrative leave hours are paid out upon termination of employment.

### 8.4 Additional Allotment

At the discretion of the City Manager, an additional allotment of administrative leave not to exceed forty (40) hours may be approved each year. Requests for additional leave allocation must be based on an excessive number of hours worked beyond normal management expectations. The allotment of leave is at the full discretion of the City.

## ARTICLE 9: DUTY CHIEF ASSIGNMENT

Fire Department Mid-Manager in the position of Assistant Fire Chief shall be assigned as the Duty Chief. The schedule will be developed and approved by the Fire Chief. While assigned as the Duty Chief, the Mid-Manager shall be available for immediate emergency response within time frames established by the Fire Chief. Duty Chiefs shall be available to be immediately contacted by telephone, cellular telephone, radio and/or pager.

## ARTICLE 10: UNIFORM ALLOWANCE

### 10.1 Fire Mid-Management

For all Mid-Management positions in the Fire Department, uniforms shall be issued and replaced by the City as is the current practice under the Memorandum of Understanding for the Firefighter's Association. It is further agreed that future changes in the amount of allowance will be accorded to the Mid-Managers Unit. Should the allowance be eliminated, decreased, or modified in any way, which would be a reduction in the benefit, the City and Mid-Managers Unit shall meet to discuss the impact of the changes.

### 10.2 Police Mid-Management

For the Administrative Manager position in the Police Department a uniform allowance of \$684.25 per year shall be paid. In the event of a uniform allowance increase for the Police Officers' Association Mid-Management positions shall be paid in accordance with the amount specified in the Memorandum of Understanding for the Police Officer's Association. Should the allowance be eliminated, decreased, or modified in any way, which would be a reduction in the benefit, the City and Mid-Managers Unit shall meet to discuss the impact of the changes.

## ARTICLE 11: MID-MANAGEMENT REIMBURSEMENT POLICY

### 11.1 Reimbursable Excess Hours

Mid-Management employees who are required to work hours in excess of normal management expectations shall be reimbursed should the City bill for, and receive, reimbursement for their work performed.

#### 11.2 Payment

Reimbursement for the Mid-Management employee will occur in the next normal pay period after the overtime occurs.

#### 11.3 Rate

Reimbursement to the Mid-Management employee will occur at the salary rate billed by the City for Mid-Managers for those hours over the regularly scheduled salary only, not to exceed time and one-half. Employees will not be required to use vacation time while in a special assignment approved by their Department Head.

#### 11.4 Retention by the City

The City will retain reimbursement received by the City in excess of the salary for the Mid-Managers.

#### 11.5 Strike Team

Fire Mid-Management employees participating in Strike Team or Mutual Aid activities covered by the California Fire Assistance Agreement (CFAA) will be compensated at time and one-half for hours worked outside of regular duty hours when the City is being reimbursed at the time and one-half rate.

#### ARTICLE 12: DMV LICENSE EXAMINATION

Physical examinations for Mid-Managers who are required to maintain a Class A or B California driver's license as a job requirement shall have the expense paid by the City. Employees may elect to go to their own personal physician or to the medical center designated by the City. Employees electing to go to their own personal physician shall be reimbursed upon submission of an itemized receipt to the Human Resources Department.

#### ARTICLE 13: SHORT TERM-DISABILITY

Employees are eligible for short term disability in a manner provided in the City's adopted Short Term Disability Plan. Any proposed changes to the Plan are subject to mutual consent.

#### ARTICLE 14: TERM AND TERMS OF AGREEMENT:

The terms of this Memorandum of Understanding shall be effective July 1, 2022 and continue in full force and effect through June 30, 2025. In the event that the Federal Government or State Legislature passes a law, or there is a Federal or State Executive Order or court decision affecting Yuba City which would prevent the City from implementing any part of this agreement or altering this agreement, both the City and Mid-Managers Unit agree to reopen the meet and confer process limited to the issue so affected.

It is mutually recommended by the undersigned that the modification contained herein be made applicable by the City Council on the date(s) indicated and/or by administrative rules, policies, regulations or procedures as are or may be subsequently required. Further, in conjunction with existing ordinances; resolutions, and City Manager procedures and policy regulations, rules and other regulations related to compensation,

benefits, working conditions and other terms and conditions of employment, the changes herein constitute the entire compensation plan for the employees covered by this Memorandum of Understanding.

This Agreement constitutes the full Agreement between the City of Yuba City and the Mid-Managers Unit and may not be modified without the mutual consent of both parties.

Date: \_\_\_\_\_

Date: 6/30/2022

City of Yuba City

Mid-Managers Unit

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

Ciara Wakefield  
Ciara Wakefield

S. Chandler

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

\_\_\_\_\_  
Scott Chandler

Philip Marler  
Philip Marler

Katherine Wills  
Katherine Wills



## Appendix A – Represented Classifications

The Mid-Managers Unit represents the following classifications:

Accounting Manager  
Administrative Analyst III  
Administrative Manager  
Animal Services Manager  
Assistant Chief – Fire  
Assistant Chief – Fire Operations  
Assistant Chief – Fire Administration  
Assist Public Works Director  
Assistant P.W. Director – Utilities  
Chief Building Official  
City Clerk Administrator  
Deputy Public Works Director – Engineering  
Deputy Public Works Director – Maintenance  
Deputy Public Works Director – Utilities  
Division Fire Chief  
Engineer – Senior  
Engineer – Senior – City Surveyor  
Information Technology Manager  
Park Maintenance Manager  
Parks and Grounds Superintendent  
Planner – Principal  
Planning Manager  
Project Manager  
Public Works Superintendent  
Regulatory Compliance Administrator  
Utilities Superintendent

Appendix B – 5-Step Salary Schedule  
Effective July 2, 2022  
Employees Hired Prior To April 28, 2018

JCN	Classification	Salary Steps				
		1	2	3	4	5
7165	Accounting Manager	\$ 9,893	\$ 10,388	\$ 10,907	\$ 11,452	\$ 12,025
7070	Administrative Analyst Iii	\$ 7,647	\$ 8,029	\$ 8,430	\$ 8,852	\$ 9,294
7010	Administrative Manager	\$ 8,655	\$ 9,088	\$ 9,542	\$ 10,019	\$ 10,520
7125	Animal Services Manager	\$ 8,472	\$ 8,896	\$ 9,341	\$ 9,808	\$ 10,298
7112	Chief Building Official	\$ 9,711	\$ 10,197	\$ 10,707	\$ 11,242	\$ 11,804
7418	City Clerk Administrator	\$ 9,295	\$ 9,760	\$ 10,248	\$ 10,760	\$ 11,298
7185	Deputy Director Of Development Services	\$ 11,131	\$ 11,688	\$ 12,272	\$ 12,886	\$ 13,530
7175	Deputy P.W. Director - Engineering	\$ 11,131	\$ 11,688	\$ 12,272	\$ 12,886	\$ 13,530
7195	Deputy P.W. Director - Maintenance	\$ 9,249	\$ 9,711	\$ 10,197	\$ 10,707	\$ 11,242
7160	Deputy P.W. Director - Utilities	\$ 9,841	\$ 10,333	\$ 10,850	\$ 11,392	\$ 11,962
7110	Division Fire Chief	\$ 11,350	\$ 11,918	\$ 12,514	\$ 13,140	\$ 13,797
7120	Engineer - Senior	\$ 9,211	\$ 9,672	\$ 10,156	\$ 10,664	\$ 11,198
7200	Environmental Compliance Manager	\$ 8,946	\$ 9,393	\$ 9,863	\$ 10,356	\$ 10,874
7105	Information Technology Manager	\$ 9,870	\$ 10,364	\$ 10,882	\$ 11,426	\$ 11,997
7043	Park Maintenance Manager	\$ 6,826	\$ 7,167	\$ 7,525	\$ 7,901	\$ 8,296
7044	Parks And Grounds Superintendent	\$ 8,472	\$ 8,896	\$ 9,341	\$ 9,808	\$ 10,298
7060	Planning Manager	\$ 9,276	\$ 9,740	\$ 10,227	\$ 10,738	\$ 11,275
7085	Project Manager	\$ 7,763	\$ 8,151	\$ 8,559	\$ 8,987	\$ 9,436
7046	Recreation Manager	\$ 7,943	\$ 8,340	\$ 8,757	\$ 9,195	\$ 9,654

## Appendix C – 9-Step Salary Schedule

Effective July 2, 2022

Employees Hired On Or After April 28, 2018

JCN	Classification	Salary Steps								
		1	2	3	4	5	6	7	8	9
7565	Accounting Manager	\$ 9,893	\$ 10,141	\$ 10,388	\$ 10,648	\$ 10,907	\$ 11,180	\$ 11,452	\$ 11,738	\$ 12,025
7470	Administrative Analyst Iii	\$ 7,647	\$ 7,838	\$ 8,029	\$ 8,230	\$ 8,430	\$ 8,641	\$ 8,852	\$ 9,073	\$ 9,294
7410	Administrative Manager	\$ 8,655	\$ 8,872	\$ 9,088	\$ 9,315	\$ 9,542	\$ 9,781	\$ 10,019	\$ 10,270	\$ 10,520
7525	Animal Services Manager	\$ 8,472	\$ 8,684	\$ 8,896	\$ 9,119	\$ 9,341	\$ 9,575	\$ 9,808	\$ 10,053	\$ 10,298
7512	Chief Building Official	\$ 9,711	\$ 9,954	\$ 10,197	\$ 10,452	\$ 10,707	\$ 10,975	\$ 11,242	\$ 11,523	\$ 11,804
7419	City Clerk Administrator	\$ 9,295	\$ 9,528	\$ 9,760	\$ 10,004	\$ 10,248	\$ 10,504	\$ 10,760	\$ 11,029	\$ 11,298
7585	Deputy Director Of Development Services	\$ 11,131	\$ 11,410	\$ 11,688	\$ 11,980	\$ 12,272	\$ 12,579	\$ 12,886	\$ 13,208	\$ 13,530
7575	Deputy P.W. Director - Engineering	\$ 11,131	\$ 11,410	\$ 11,688	\$ 11,980	\$ 12,272	\$ 12,579	\$ 12,886	\$ 13,208	\$ 13,530
7595	Deputy P.W. Director - Maintenance	\$ 9,249	\$ 9,480	\$ 9,711	\$ 9,954	\$ 10,197	\$ 10,452	\$ 10,707	\$ 10,975	\$ 11,242
7560	Deputy P.W. Director - Utilities	\$ 9,841	\$ 10,087	\$ 10,333	\$ 10,592	\$ 10,850	\$ 11,121	\$ 11,392	\$ 11,677	\$ 11,962
7510	Division Fire Chief	\$ 11,350	\$ 11,634	\$ 11,918	\$ 12,216	\$ 12,514	\$ 12,827	\$ 13,140	\$ 13,468	\$ 13,797
7520	Engineer - Senior	\$ 9,211	\$ 9,442	\$ 9,672	\$ 9,914	\$ 10,156	\$ 10,410	\$ 10,664	\$ 10,931	\$ 11,198
7600	Environmental Compliance Manager	\$ 8,946	\$ 9,170	\$ 9,393	\$ 9,628	\$ 9,863	\$ 10,110	\$ 10,356	\$ 10,615	\$ 10,874
7505	Information Technology Manager	\$ 9,870	\$ 10,117	\$ 10,364	\$ 10,623	\$ 10,882	\$ 11,154	\$ 11,426	\$ 11,712	\$ 11,997
7443	Park Maintenance Manager	\$ 6,826	\$ 6,997	\$ 7,167	\$ 7,346	\$ 7,525	\$ 7,713	\$ 7,901	\$ 8,099	\$ 8,296
7444	Parks And Grounds Superintendent	\$ 8,472	\$ 8,684	\$ 8,896	\$ 9,119	\$ 9,341	\$ 9,575	\$ 9,808	\$ 10,053	\$ 10,298
7460	Planning Manager	\$ 9,276	\$ 9,508	\$ 9,740	\$ 9,984	\$ 10,227	\$ 10,483	\$ 10,738	\$ 11,007	\$ 11,275
7485	Project Manager	\$ 7,763	\$ 7,957	\$ 8,151	\$ 8,355	\$ 8,559	\$ 8,773	\$ 8,987	\$ 9,212	\$ 9,436
7046	Recreation Manager	\$ 7,943	\$ 8,142	\$ 8,340	\$ 8,549	\$ 8,757	\$ 8,976	\$ 9,195	\$ 9,425	\$ 9,654

## ATTACHMENT 5

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

**Mid Managers - EMPLOYEES HIRED PRIOR TO APRIL 28, 2018**

CLASSIFICATION		Group	SALARY STEPS					
			1	2	3	4	5	
7165*	ACCOUNTING MANAGER	MM	9,893	10,388	10,907	11,452	12,025	Monthly
			57.08	59.93	62.93	66.07	69.38	Hourly
7070*	ADMINISTRATIVE ANALYST III	MM	7,647	8,029	8,430	8,852	9,294	Monthly
			44.12	46.32	48.63	51.07	53.62	Hourly
7010*	ADMINISTRATIVE MANAGER	MM	8,655	9,088	9,542	10,019	10,520	Monthly
			49.93	52.43	55.05	57.80	60.69	Hourly
7125*	ANIMAL SERVICES MANAGER	MM	8,472	8,896	9,341	9,808	10,298	Monthly
			48.88	51.32	53.89	56.58	59.41	Hourly
7112*	CHIEF BUILDING OFFICIAL	MM	9,711	10,197	10,707	11,242	11,804	Monthly
			56.03	58.83	61.77	64.86	68.10	Hourly
7418*	CITY CLERK ADMINISTRATOR	MM	9,295	9,760	10,248	10,760	11,298	Monthly
			53.63	56.31	59.12	62.08	65.18	Hourly
7185	DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	MM	11,131	11,688	12,272	12,886	13,530	Monthly
			64.22	67.43	70.80	74.34	78.06	Hourly
7175*	DEPUTY P.W. DIRECTOR - ENGINEERING	MM	11,131	11,688	12,272	12,886	13,530	Monthly
			64.22	67.43	70.80	74.34	78.06	Hourly
7195*	DEPUTY P.W. DIRECTOR - MAINTENANCE	MM	9,249	9,711	10,197	10,707	11,242	Monthly
			53.36	56.03	58.83	61.77	64.86	Hourly
7160*	DEPUTY P.W. DIRECTOR - UTILITIES	MM	9,841	10,333	10,850	11,392	11,962	Monthly
			56.78	59.61	62.60	65.72	69.01	Hourly
7110*	DIVISION FIRE CHIEF	MM	11,350	11,918	12,514	13,140	13,797	Monthly
			65.48	68.76	72.20	75.81	79.60	Hourly

7120*	ENGINEER - SENIOR	MM	9,211 53.14	9,672 55.80	10,156 58.59	10,664 61.52	11,198 64.60	Monthly Hourly
7200*	ENVIRONMENTAL COMPLIANCE MANAGER	MM	8,946 51.61	9,393 54.19	9,863 56.90	10,356 59.75	10,874 62.74	Monthly Hourly
7105*	INFORMATION TECHNOLOGY MANAGER	MM	9,870 56.94	10,364 59.79	10,882 62.78	11,426 65.92	11,997 69.21	Monthly Hourly
7043*	PARK MAINTENANCE MANAGER	MM	6,826 39.38	7,167 41.35	7,525 43.41	7,901 45.58	8,296 47.86	Monthly Hourly
7044*	PARKS AND GROUNDS SUPERINTENDENT	MM	8,472 48.88	8,896 51.32	9,341 53.89	9,808 56.58	10,298 59.41	Monthly Hourly
7060*	PLANNING MANAGER	MM	9,276 53.52	9,740 56.19	10,227 59.00	10,738 61.95	11,275 65.05	Monthly Hourly
7085*	PROJECT MANAGER	MM	7,763 44.79	8,151 47.03	8,559 49.38	8,987 51.85	9,436 54.44	Monthly Hourly
7046*	RECREATION MANAGER	MM	7,943 45.83	8,340 48.12	8,757 50.52	9,195 53.05	9,654 55.70	Monthly Hourly

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

\* Indicates classifications which are not eligible for overtime compensation and are exempt from the Fair Labor Standards Act (FLSA).

#### 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**

**Mid Managers - EMPLOYEES HIRED ON OR AFTER APRIL 28, 2018**

CLASSIFICATION	Group	SALARY STEPS									
		1	2	3	4	5	6	7	8	9	
7565* ACCOUNTING MANAGER	MM	9,893	10,141	10,388	10,648	10,907	11,180	11,452	11,739	12,025	Monthly
		57.08	58.51	59.93	61.43	62.93	64.50	66.07	67.73	69.38	Hourly
7470* ADMINISTRATIVE ANALYST III	MM	7,647	7,838	8,029	8,230	8,430	8,641	8,852	9,073	9,294	Monthly
		44.12	45.22	46.32	47.48	48.63	49.85	51.07	52.34	53.62	Hourly
7410* ADMINISTRATIVE MANAGER	MM	8,655	8,872	9,088	9,315	9,542	9,781	10,019	10,270	10,520	Monthly
		49.93	51.18	52.43	53.74	55.05	56.43	57.80	59.25	60.69	Hourly
7525* ANIMAL SERVICES MANAGER	MM	8,472	8,684	8,896	9,119	9,341	9,575	9,808	10,053	10,298	Monthly
		48.88	50.10	51.32	52.61	53.89	55.24	56.58	58.00	59.41	Hourly
7512* CHIEF BUILDING OFFICIAL	MM	9,711	9,954	10,197	10,452	10,707	10,975	11,242	11,523	11,804	Monthly
		56.03	57.43	58.83	60.30	61.77	63.32	64.86	66.48	68.10	Hourly
7419* CITY CLERK ADMINISTRATOR	MM	9,295	9,528	9,760	10,004	10,248	10,504	10,760	11,029	11,298	Monthly
		53.63	54.97	56.31	57.72	59.12	60.60	62.08	63.63	65.18	Hourly
7585 DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	MM	11,131	11,410	11,688	11,980	12,272	12,579	12,886	13,208	13,530	Monthly
		64.22	65.83	67.43	69.12	70.80	72.57	74.34	76.20	78.06	Hourly
7575* DEPUTY P.W. DIRECTOR - ENGINEERING	MM	11,131	11,410	11,688	11,980	12,272	12,579	12,886	13,208	13,530	Monthly
		64.22	65.83	67.43	69.12	70.80	72.57	74.34	76.20	78.06	Hourly
7595* DEPUTY P.W. DIRECTOR - MAINTENANCE	MM	9,249	9,480	9,711	9,954	10,197	10,452	10,707	10,975	11,242	Monthly
		53.36	54.69	56.03	57.43	58.83	60.30	61.77	63.32	64.86	Hourly
7560* DEPUTY P.W. DIRECTOR - UTILITIES	MM	9,841	10,087	10,333	10,592	10,850	11,121	11,392	11,677	11,962	Monthly
		56.78	58.19	59.61	61.11	62.60	64.16	65.72	67.37	69.01	Hourly
7510* DIVISION FIRE CHIEF	MM	11,350	11,634	11,918	12,216	12,514	12,827	13,140	13,468	13,797	Monthly
		65.48	67.12	68.76	70.48	72.20	74.00	75.81	77.70	79.60	Hourly
7520* ENGINEER - SENIOR	MM	9,211	9,442	9,672	9,914	10,156	10,410	10,664	10,931	11,198	Monthly
		53.14	54.47	55.80	57.20	58.59	60.06	61.52	63.06	64.60	Hourly

7600*	ENVIRONMENTAL COMPLIANCE MANAGER	MM	8,946	9,170	9,393	9,628	9,863	10,110	10,356	10,615	10,874	Monthly
			51.61	52.90	54.19	55.55	56.90	58.33	59.75	61.24	62.74	Hourly
7505*	INFORMATION TECHNOLOGY MANAGER	MM	9,870	10,117	10,364	10,623	10,882	11,154	11,426	11,712	11,997	Monthly
			56.94	58.37	59.79	61.29	62.78	64.35	65.92	67.57	69.21	Hourly
7443*	PARK MAINTENANCE MANAGER	MM	6,826	6,997	7,167	7,346	7,525	7,713	7,901	8,099	8,296	Monthly
			39.38	40.37	41.35	42.38	43.41	44.50	45.58	46.73	47.86	Hourly
7444*	PARKS AND GROUNDS SUPERINTENDENT	MM	8,472	8,684	8,896	9,119	9,341	9,575	9,808	10,053	10,298	Monthly
			48.88	50.10	51.32	52.61	53.89	55.24	56.58	58.00	59.41	Hourly
7460*	PLANNING MANAGER	MM	9,276	9,508	9,740	9,984	10,227	10,483	10,738	11,007	11,275	Monthly
			53.52	54.85	56.19	57.60	59.00	60.48	61.95	63.50	65.05	Hourly
7485*	PROJECT MANAGER	MM	7,763	7,957	8,151	8,355	8,559	8,773	8,987	9,212	9,436	Monthly
			44.79	45.91	47.03	48.20	49.38	50.61	51.85	53.15	54.44	Hourly
7446*	RECREATION MANAGER	MM	7,943	8,142	8,340	8,549	8,757	8,976	9,195	9,425	9,654	Monthly
			45.83	46.97	48.12	49.32	50.52	51.78	53.05	54.38	55.70	Hourly

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

\* Indicates classifications which are not eligible for overtime compensation and are exempt from the Fair Labor Standards Act (FLSA).

#### 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



## ATTACHMENT 6

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

**Confidential - EMPLOYEES HIRED PRIOR TO APRIL 28, 2018**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
1050	ADMINISTRATIVE ANALYST I	CON	6,256	6,569	6,897	7,242	7,604	Monthly
			36.09	37.90	39.79	41.78	43.87	Hourly
1052	ADMINISTRATIVE ANALYST II	CON	6,883	7,227	7,588	7,967	8,365	Monthly
			39.71	41.69	43.78	45.96	48.26	Hourly
1045	EXECUTIVE ASSISTANT TO THE CITY MANAGER	CON	5,305	5,570	5,848	6,140	6,447	Monthly
			30.61	32.13	33.74	35.42	37.19	Hourly
1018	HUMAN RESOURCES TECHNICIAN I	CON	4,177	4,386	4,605	4,835	5,076	Monthly
			24.10	25.30	26.57	27.89	29.29	Hourly
1020	HUMAN RESOURCES TECHNICIAN II	CON	4,594	4,824	5,065	5,318	5,584	Monthly
			26.50	27.83	29.22	30.68	32.22	Hourly
1062	MANAGEMENT ANALYST	CON	7,570	7,949	8,346	8,763	9,201	Monthly
			43.67	45.86	48.15	50.56	53.08	Hourly

**CONFIDENTIAL EMPLOYEES WHO ARE CERTIFIED AS BILINGUAL WILL RECEIVE A BILINGUAL PAY INCENTIVE OF \$100 PER MONTH**

**EMPLOYEE BARGAINING GROUPS**

CON - Confidential	FLM - 1st Level Manager
PUE, Local #1 - General Employees	PD - Police Department
DH - Department Head	FIRE - Fire Department
MM - Middle Manager	PSMM - Police Sworn Mid Manager
FM - Fire Management	PS - Police Sergeant

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

**Confidential - EMPLOYEES HIRED ON OR AFTER APRIL 28, 2018**

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
1250	ADMINISTRATIVE ANALYST I	CON	6,256	6,413	6,569	6,733	6,897	7,070	7,242	7,423	7,604	Monthly
			36.09	37.00	37.90	38.84	39.79	40.79	41.78	42.83	43.87	Hourly
1252	ADMINISTRATIVE ANALYST II	CON	6,883	7,055	7,227	7,408	7,588	7,778	7,967	8,166	8,365	Monthly
			39.71	40.70	41.69	42.74	43.78	44.87	45.96	47.11	48.26	Hourly
1245	EXECUTIVE ASSISTANT TO THE CITY MANAGER	CON	5,305	5,438	5,570	5,709	5,848	5,994	6,140	6,293	6,447	Monthly
			30.61	31.37	32.13	32.94	33.74	34.58	35.42	36.31	37.19	Hourly
1218	HUMAN RESOURCES TECHNICIAN I	CON	4,177	4,282	4,386	4,496	4,605	4,720	4,835	4,956	5,076	Monthly
			24.10	24.70	25.30	25.94	26.57	27.23	27.89	28.59	29.29	Hourly
1220	HUMAN RESOURCES TECHNICIAN II	CON	4,594	4,709	4,824	4,945	5,065	5,192	5,318	5,451	5,584	Monthly
			26.50	27.17	27.83	28.53	29.22	29.95	30.68	31.45	32.22	Hourly
1262	MANAGEMENT ANALYST	CON	7,570	7,760	7,949	8,148	8,346	8,555	8,763	8,982	9,201	Monthly
			43.67	44.77	45.86	47.01	48.15	49.36	50.56	51.82	53.08	Hourly

**CONFIDENTIAL EMPLOYEES WHO ARE CERTIFIED AS BILINGUAL WILL RECEIVE A BILINGUAL PAY INCENTIVE OF \$100 PER MONTH**

**EMPLOYEE BARGAINING GROUPS**

CON - Confidential	FLM - 1st Level Manager
PUE, Local #1 - General Employees	PD - Police Department
DH - Department Head	FIRE - Fire Department
MM - Middle Manager	PSMM - Police Sworn Mid Manager
FM - Fire Management	PS - Police Sergeant