

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

Confidential

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
1050	ADMINISTRATIVE ANALYST I	CON	6,350 36.63	6,668 38.47	7,001 40.39	7,351 42.41	7,718 44.53	Monthly Hourly
1052	ADMINISTRATIVE ANALYST II	CON	6,985 40.30	7,334 42.31	7,701 44.43	8,086 46.65	8,490 48.98	Monthly Hourly
1045	EXECUTIVE ASSISTANT TO THE CITY MANAGER	CON	5,383 31.06	5,652 32.61	5,935 34.24	6,232 35.95	6,544 37.75	Monthly Hourly
1018	HUMAN RESOURCES TECHNICIAN I	CON	4,238 24.45	4,450 25.67	4,673 26.96	4,907 28.31	5,153 29.73	Monthly Hourly
1020	HUMAN RESOURCES TECHNICIAN II	CON	4,663 26.90	4,896 28.25	5,141 29.66	5,398 31.14	5,668 32.70	Monthly Hourly
1062	MANAGEMENT ANALYST	CON	7,684 44.33	8,068 46.55	8,471 48.87	8,895 51.32	9,339 53.88	Monthly Hourly

Bilingual Pay - effective November 18, 2023

Employees who are proficient in speaking a foreign language, as determined by the City receive bilingual pay in the amount of 1.4% of the base rate of pay

Confidential Unit

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

Confidential			EFFECTIVE 04/28/18 - NEW HIRES ONLY									
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
1250	ADMINISTRATIVE ANALYST I	CON	6,350 36.63	6,509 37.55	6,668 38.47	6,835 39.43	7,001 40.39	7,176 41.40	7,351 42.41	7,535 43.47	7,718 44.53	Monthly Hourly
1252	ADMINISTRATIVE ANALYST II	CON	6,985 40.30	7,160 41.31	7,334 42.31	7,518 43.37	7,701 44.43	7,894 45.54	8,086 46.65	8,288 47.82	8,490 48.98	Monthly Hourly
1245	EXECUTIVE ASSISTANT TO THE CITY MANAGER	CON	5,383 31.06	5,518 31.83	5,652 32.61	5,794 33.43	5,935 34.24	6,084 35.10	6,232 35.95	6,388 36.85	6,544 37.75	Monthly Hourly
1218	HUMAN RESOURCES TECHNICIAN I	CON	4,238 24.45	4,344 25.06	4,450 25.67	4,562 26.32	4,673 26.96	4,790 27.63	4,907 28.31	5,030 29.02	5,153 29.73	Monthly Hourly
1220	HUMAN RESOURCES TECHNICIAN II	CON	4,663 26.90	4,780 27.58	4,896 28.25	5,019 28.96	5,141 29.66	5,270 30.40	5,398 31.14	5,533 31.92	5,668 32.70	Monthly Hourly
1262	MANAGEMENT ANALYST	CON	7,684 44.33	7,876 45.44	8,068 46.55	8,270 47.71	8,471 48.87	8,683 50.09	8,895 51.32	9,117 52.60	9,339 53.88	Monthly Hourly

Bilingual Pay - effective November 18, 2023

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Confidential Unit

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 15, 2023**

Executive Unit		Bargaining Group	SALARY STEPS					
JCN	CLASSIFICATION		1	2	3	4	5	
8070 *	CITY MANAGER	CM	- -	- -	- -	- -	18,375 106.01	Monthly Hourly
8090*	PUBLIC WORKS & DEVELOPMENT SERVICES DIRECTOR	DH	13,620 78.58	- -	- -	- -	16,556 95.51	Monthly Hourly
8010*	DIRECTOR OF HUMAN RESOURCES	DH	11,000 63.46	- -	- -	- -	13,371 77.14	Monthly Hourly
8140*	DIRECTOR OF COMMUNITY SERVICES	DH	12,613 72.77	- -	- -	- -	15,332 88.45	Monthly Hourly
8030*	FIRE CHIEF	DH	14,311 82.57	- -	- -	- -	17,396 100.36	Monthly Hourly
8050*	POLICE CHIEF	DH	14,311 82.57	- -	- -	- -	17,396 100.36	Monthly Hourly
8020*	DIRECTOR OF FINANCE	DH	12,241 70.62	- -	- -	- -	14,879 85.84	Monthly Hourly

* Indicates classifications which are not eligible for overtime compensation and are exempt from the Fair Labor Standards Act (FLSA).
 Bilingual Pay - effective November 18, 2023
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Executive Unit

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

Fire Association		Bargaining Group	SALARY STEPS					
JCN	CLASSIFICATION		1	2	3	4	5	
3110**	FIRE RECRUIT	FIRE	-	-	-	-	5,111	Monthly
			-	-	-	-	21.06	Hourly
3120**	FIREFIGHTER I	FIRE	-	-	-	-	5,669	Monthly
			-	-	-	-	23.36	Hourly
3130**	FIREFIGHTER II	FIRE	-	-	-	-	8,654	Monthly
			-	-	-	-	35.66	Hourly
3140**	FIRE APPARATUS OPERATOR	FIRE	-	-	-	9,076	9,530	Monthly
			-	-	-	37.40	39.27	Hourly
3150**	FIRE CAPTAIN	FIRE	8,976	9,425	9,896	10,391	10,910	Monthly
			36.99	38.84	40.78	42.82	44.96	Hourly
3160	FIRE SAFETY INSPECTOR I	FIRE	6,032	6,334	6,651	6,984	7,333	Monthly
			34.80	36.54	38.37	40.29	42.30	Hourly
3170	FIRE SAFETY INSPECTOR II	FIRE	6,730	7,066	7,419	7,790	8,179	Monthly
			38.83	40.77	42.80	44.94	47.19	Hourly

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

FIRE DEPARTMENT CLASSIFICATIONS CALCULATED ON A 40 HOUR WORK WEEK:

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS				
			1	2	3	4	5
3250	FIRE CAPTAIN	FIRE	8,976 51.78	9,425 54.38	9,896 57.09	10,391 59.95	10,910 62.94
3210	FIRE RECRUIT	FIRE					5,111 29.49
3220	FIREFIGHTER I	FIRE					5,669 32.71
3230	FIREFIGHTER II	FIRE					8,654 49.93
3240	FIRE - APPARATUS OPERATOR	FIRE				9,076 52.36	9,530 54.98

Pensionable Compensation for New Members (PEPRA)

MOU Article 5.10 - Bilingual Pay - effective November 18, 2023

Employees who are proficient in speaking a foreign language, as determined by the City receive bilingual pay in the amount of 1.4% of the base rate of pay

MOU Article 17 - Special Assignments

Employees who are routinely and consistently assigned to Special Assignments will receive an additional percentage of their base hourly rate.

Hazmat Team	2.5%
Tactical EMS	2.5%
Technical Rescue Team	2.5%

** Indicates classifications whose hourly rates are computed on the basis of an average 56 hour duty week.

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

Fire Management

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6055**	FIRE BATTALION CHIEF	FM	10,190 41.99	10,700 44.09	11,235 46.30	11,797 48.61	12,387 51.04	Monthly Hourly
6066	FIRE MARSHAL	FM	10,190 58.79	10,700 61.73	11,235 64.82	11,797 68.06	12,387 71.46	Monthly Hourly

FIRE DEPARTMENT CLASSIFICATIONS CALCULATED ON A 40 HOUR WORK WEEK:

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6140	FIRE BATTALION CHIEF	FM	10,190 58.79	10,700 61.73	11,235 64.82	11,797 68.06	12,387 71.46	Monthly Hourly

MOU Article 3.6 - Bilingual Pay - effective November 18, 2023
Employees who are proficient in speaking a foreign language, as determined by the City
receive bilingual pay in the amount of 1.4% of the base rate of pay

** Indicates classifications whose hourly rates are computed on the basis of an average 56 hour duty week.

Fire Management

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

First Level Management		Bargaining Group	SALARY STEPS					
JCN	CLASSIFICATION		1	2	3	4	5	
6069	ACCOUNTANT II	FLM	6,394 36.89	6,714 38.73	7,050 40.67	7,403 42.71	7,773 44.84	Monthly Hourly
6060	ADMINISTRATIVE ANALYST II	FLM	6,750 38.94	7,087 40.89	7,441 42.93	7,813 45.08	8,203 47.33	Monthly Hourly
6015	ANIMAL SHELTER SUPERVISOR	FLM	5,042 29.09	5,294 30.54	5,559 32.07	5,837 33.68	6,129 35.36	Monthly Hourly
6090	CONSTRUCTION INSPECTOR-SENIOR	FLM	6,708 38.70	7,043 40.63	7,395 42.66	7,765 44.80	8,153 47.04	Monthly Hourly
6044	CRIME ANALYST	FLM	4,706 27.15	4,941 28.51	5,188 29.93	5,447 31.43	5,720 33.00	Monthly Hourly
6063	CUSTOMER SERVICE MANAGER	FLM	6,528 37.66	6,854 39.54	7,197 41.52	7,557 43.60	7,936 45.79	Monthly Hourly
6215	DEVELOPMENT LIAISON	FLM	6,950 40.10	7,298 42.10	7,663 44.21	8,046 46.42	8,448 48.74	Monthly Hourly
6220	ELECTRICAL/INSTRUMENTATION SUPERVISOR	FLM	8,164 47.10	8,572 49.45	9,001 51.93	9,451 54.53	9,923 57.25	Monthly Hourly
6120	ENGINEER - ASSOCIATE CIVIL	FLM	8,130 46.90	8,537 49.25	8,964 51.72	9,412 54.30	9,883 57.02	Monthly Hourly
6225	ENVIRONMENTAL COMPLIANCE COORDINATOR	FLM	6,937 40.02	7,284 42.02	7,648 44.12	8,030 46.33	8,431 48.64	Monthly Hourly
6042	FACILITIES MAINTENANCE SUPERVISOR	FLM	6,025 34.76	6,326 36.50	6,642 38.32	6,974 40.23	7,322 42.24	Monthly Hourly
6050	FLEET MAINTENANCE SUPERVISOR	FLM	6,051 34.91	6,354 36.66	6,672 38.49	7,006 40.42	7,357 42.44	Monthly Hourly
6064	INFORMATION TECHNOLOGY ANALYST	FLM	7,150 41.25	7,508 43.32	7,883 45.48	8,277 47.75	8,689 50.13	Monthly Hourly
6142	SENIOR INFORMATION TECHNOLOGY ANALYST	FLM	7,864 45.37	8,257 47.64	8,670 50.02	9,103 52.52	9,558 55.14	Monthly Hourly

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

First Level Management

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6085	LABORATORY SUPERVISOR	FLM	7,061 40.74	7,414 42.77	7,785 44.91	8,174 47.16	8,582 49.51	Monthly Hourly
6040	MAINTENANCE SUPERVISOR-STREETS	FLM	6,025 34.76	6,326 36.50	6,642 38.32	6,974 40.23	7,322 42.24	Monthly Hourly
6043	PARKS MAINTENANCE SUPERVISOR	FLM	6,025 34.76	6,326 36.50	6,642 38.32	6,974 40.23	7,322 42.24	Monthly Hourly
6061	PLANNER-ASSOCIATE	FLM	6,619 38.19	6,950 40.10	7,298 42.10	7,663 44.21	8,046 46.42	Monthly Hourly
6065	PLANT MAINTENANCE SUPERVISOR	FLM	8,492 48.99	8,917 51.44	9,363 54.02	9,831 56.72	10,324 59.56	Monthly Hourly
6030*	RECREATION SUPERVISOR I	FLM	5,794 33.43	6,084 35.10	6,388 36.85	6,707 38.69	7,042 40.63	Monthly Hourly
6045*	RECREATION SUPERVISOR II	FLM	6,373 36.77	6,692 38.61	7,027 40.54	7,378 42.57	7,746 44.69	Monthly Hourly
6046*	RECREATION SUPERVISOR III	FLM	7,011 40.45	7,362 42.47	7,730 44.60	8,116 46.82	8,522 49.17	Monthly Hourly
6210	WASTEWATER COLLECTIONS SUPERVISOR	FLM	6,816 39.32	7,157 41.29	7,515 43.36	7,891 45.53	8,285 47.80	Monthly Hourly
6096	WASTEWATER TRT FACILITY CHIEF OPERATOR	FLM	8,648 49.89	9,080 52.38	9,534 55.00	10,011 57.76	10,511 60.64	Monthly Hourly
6111	WASTEWATER TRT FACILITY SUPERVISOR	FLM	9,512 54.88	9,988 57.62	10,487 60.50	11,011 63.53	11,563 66.71	Monthly Hourly
6041	WATER DISTRIBUTION SUPERVISOR	FLM	7,730 44.60	8,116 46.82	8,522 49.17	8,948 51.62	9,396 54.21	Monthly Hourly
6160	WATER TREATMENT FACILITY CHIEF OPERATOR	FLM	8,648 49.89	9,080 52.38	9,534 55.00	10,011 57.76	10,511 60.64	Monthly Hourly
6110	WATER TREATMENT FACILITY SUPERVISOR	FLM	9,512 54.88	9,988 57.62	10,487 60.50	11,011 63.53	11,563 66.71	Monthly Hourly

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

First Level Management

Pensionable Compensation for New Members (PEPRA)

MOU Article 1.4 - Bilingual Pay - effective November 18, 2023

Employees who are proficient in speaking a foreign language, as determined by the City receive bilingual pay in the amount of 1.4% of the base rate of pay

MOU Article 14.7 - Shift Differential

A shift differential of 5% of base pay shall be paid to those supervisors who are assigned to work an operator shift from 7:00pm to 7:00am.

If a supervisor who is assigned to an operator shift elects to utilize vacation, sick leave, CTO or any other paid leave time, shall not be paid shift differential while on such leave.

MOU Article 14.1 - Water Certificate Pay

Non-Water FLM employees possessing a D-1, D-2 or D-3 certificate will receive an additional \$50, non cumulative (cap)

+ Indicates classifications which are exempt from the Fair Labor Standards Act (FLSA).

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

First Level Management			EFFECTIVE 11/25/17 - NEW HIRES ONLY									
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
6469	ACCOUNTANT II	FLM	6,394 36.89	6,554 37.81	6,714 38.73	6,882 39.70	7,050 40.67	7,227 41.69	7,403 42.71	7,588 43.78	7,773 44.84	Monthly Hourly
6460	ADMINISTRATIVE ANALYST II	FLM	6,750 38.94	6,919 39.92	7,087 40.89	7,264 41.91	7,441 42.93	7,627 44.00	7,813 45.08	8,007 46.19	8,203 47.33	Monthly Hourly
6415	ANIMAL SHELTER SUPERVISOR	FLM	5,042 29.09	5,168 29.82	5,294 30.54	5,427 31.31	5,559 32.07	5,698 32.87	5,837 33.68	5,983 34.52	6,129 35.36	Monthly Hourly
6490	CONSTRUCTION INSPECTOR-SENIOR	FLM	6,708 38.70	6,876 39.67	7,043 40.63	7,219 41.65	7,395 42.66	7,580 43.73	7,765 44.80	7,958 45.91	8,153 47.04	Monthly Hourly
6444	CRIME ANALYST	FLM	4,706 27.15	4,824 27.83	4,941 28.51	5,065 29.22	5,188 29.93	5,318 30.68	5,447 31.43	5,583 32.21	5,720 33.00	Monthly Hourly
6463	CUSTOMER SERVICE MANAGER	FLM	6,528 37.66	6,691 38.60	6,854 39.54	7,026 40.53	7,197 41.52	7,377 42.56	7,557 43.60	7,746 44.69	7,936 45.79	Monthly Hourly
6515	DEVELOPMENT LIAISON	FLM	6,950 40.10	7,124 41.10	7,298 42.10	7,481 43.16	7,663 44.21	7,855 45.32	8,046 46.42	8,247 47.58	8,448 48.74	Monthly Hourly
6420	ELECTRICAL/INSTRUMENTATION SUPERVISOR	FLM	8,164 47.10	8,368 48.28	8,572 49.45	8,787 50.69	9,001 51.93	9,226 53.23	9,451 54.53	9,688 55.89	9,923 57.25	Monthly Hourly
6520	ENGINEER - ASSOCIATE CIVIL	FLM	8,130 46.90	8,334 48.08	8,537 49.25	8,751 50.49	8,964 51.72	9,188 53.01	9,412 54.30	9,648 55.66	9,883 57.02	Monthly Hourly
6425	ENVIRONMENTAL COMPLIANCE COORDINATOR	FLM	6,937 40.02	7,111 41.03	7,284 42.02	7,466 43.07	7,648 44.12	7,839 45.23	8,030 46.33	8,230 47.48	8,431 48.64	Monthly Hourly
6442	FACILITIES MAINTENANCE SUPERVISOR	FLM	6,025 34.76	6,176 35.63	6,326 36.50	6,484 37.41	6,642 38.32	6,808 39.28	6,974 40.23	7,148 41.24	7,322 42.24	Monthly Hourly
6450	FLEET MAINTENANCE SUPERVISOR	FLM	6,051 34.91	6,203 35.79	6,354 36.66	6,513 37.58	6,672 38.49	6,839 39.46	7,006 40.42	7,180 41.42	7,357 42.44	Monthly Hourly
6464*	INFORMATION TECHNOLOGY ANALYST	FLM	7,150 41.25	7,329 42.28	7,508 43.32	7,696 44.40	7,883 45.48	8,080 46.62	8,277 47.75	8,483 48.94	8,689 50.13	Monthly Hourly

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

First Level Management			EFFECTIVE 11/25/17 - NEW HIRES ONLY									
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
6542	SENIOR INFORMATION TECHNOLOGY ANALYST	FLM	7,864 45.37	8,061 46.51	8,257 47.64	8,464 48.83	8,670 50.02	8,887 51.27	9,103 52.52	9,331 53.83	9,558 55.14	Monthly Hourly
6485	LABORATORY SUPERVISOR	FLM	7,061 40.74	7,238 41.76	7,414 42.77	7,600 43.85	7,785 44.91	7,980 46.04	8,174 47.16	8,378 48.33	8,582 49.51	Monthly Hourly
6440	MAINTENANCE SUPERVISOR-STREETS	FLM	6,025 34.76	6,176 35.63	6,326 36.50	6,484 37.41	6,642 38.32	6,808 39.28	6,974 40.23	7,148 41.24	7,322 42.24	Monthly Hourly
6443	PARKS MAINTENANCE SUPERVISOR	FLM	6,025 34.76	6,176 35.63	6,326 36.50	6,484 37.41	6,642 38.32	6,808 39.28	6,974 40.23	7,148 41.24	7,322 42.24	Monthly Hourly
6461	PLANNER-ASSOCIATE	FLM	6,619 38.19	6,785 39.14	6,950 40.10	7,124 41.10	7,298 42.10	7,481 43.16	7,663 44.21	7,854 45.31	8,046 46.42	Monthly Hourly
6465	PLANT MAINTENANCE SUPERVISOR	FLM	8,492 48.99	8,705 50.22	8,917 51.44	9,140 52.73	9,363 54.02	9,597 55.37	9,831 56.72	10,076 58.13	10,324 59.56	Monthly Hourly
6430	RECREATION SUPERVISOR I	FLM	5,794 33.43	5,939 34.26	6,084 35.10	6,236 35.98	6,388 36.85	6,548 37.78	6,707 38.69	6,875 39.66	7,042 40.63	Monthly Hourly
6445	RECREATION SUPERVISOR II	FLM	6,373 36.77	6,533 37.69	6,692 38.61	6,860 39.58	7,027 40.54	7,203 41.56	7,378 42.57	7,562 43.63	7,746 44.69	Monthly Hourly
6446	RECREATION SUPERVISOR III	FLM	7,011 40.45	7,187 41.46	7,362 42.47	7,546 43.53	7,730 44.60	7,923 45.71	8,116 46.82	8,319 47.99	8,522 49.17	Monthly Hourly
6610	WASTEWATER COLLECTIONS SUPERVISOR	FLM	6,816 39.32	6,987 40.31	7,157 41.29	7,336 42.32	7,515 43.36	7,703 44.44	7,891 45.53	8,088 46.66	8,285 47.80	Monthly Hourly
6496	WASTEWATER TRT FACILITY CHIEF OPERATOR	FLM	8,648 49.89	8,864 51.14	9,080 52.38	9,307 53.69	9,534 55.00	9,773 56.38	10,011 57.76	10,260 59.19	10,511 60.64	Monthly Hourly
6511	WASTEWATER TRT FACILITY SUPERVISOR	FLM	9,512 54.88	9,750 56.25	9,988 57.62	10,238 59.07	10,487 60.50	10,749 62.01	11,011 63.53	11,286 65.11	11,563 66.71	Monthly Hourly
6441	WATER DISTRIBUTION SUPERVISOR	FLM	7,730 44.60	7,923 45.71	8,116 46.82	8,319 47.99	8,522 49.17	8,735 50.39	8,948 51.62	9,172 52.92	9,396 54.21	Monthly Hourly
6560	WATER TREATMENT FACILITY CHIEF OPERATOR	FLM	8,648 49.89	8,864 51.14	9,080 52.38	9,307 53.69	9,534 55.00	9,773 56.38	10,011 57.76	10,260 59.19	10,511 60.64	Monthly Hourly
6510	WATER TREATMENT FACILITY SUPERVISOR	FLM	9,512 54.88	9,750 56.25	9,988 57.62	10,238 59.07	10,487 60.50	10,749 62.01	11,011 63.53	11,286 65.11	11,563 66.71	Monthly Hourly

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

First Level Management

Pensionable Compensation for New Members (PEPRA)

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A shift differential of 5% of base pay shall be paid to those supervisors who are assigned to work an operator shift from 7:00pm to 7:00am.

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MOU Article 14.1 - Water Certificate Pay

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**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JANUARY 27, 2024**

Mid Managers

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	6
7165*	ACCOUNTING MANAGER	MM	10,041 57.93	10,543 60.83	11,070 63.87	11,624 67.06	12,205 70.42	Monthly Hourly
7070*	ADMINISTRATIVE ANALYST III	MM	7,761 44.78	8,149 47.01	8,556 49.36	8,984 51.83	9,433 54.42	Monthly Hourly
7125*	ANIMAL SERVICES MANAGER	MM	8,600 49.62	9,030 52.10	9,481 54.70	9,955 57.43	10,452 60.30	Monthly Hourly
7112*	CHIEF BUILDING OFFICIAL	MM	9,857 56.87	10,350 59.71	10,868 62.70	11,411 65.83	11,981 69.12	Monthly Hourly
7418*	CITY CLERK ADMINISTRATOR	MM	9,434 54.43	9,906 57.15	10,401 60.01	10,921 63.01	11,467 66.16	Monthly Hourly
7185	DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	MM	11,468 66.16	12,041 69.47	12,643 72.94	13,275 76.59	13,939 80.42	Monthly Hourly
7175*	DEPUTY P.W. DIRECTOR - ENGINEERING	MM	11,298 65.18	11,863 68.44	12,456 71.86	13,079 75.46	13,733 79.23	Monthly Hourly
7195*	DEPUTY P.W. DIRECTOR - MAINTENANCE	MM	9,388 54.16	9,857 56.87	10,350 59.71	10,867 62.69	11,411 65.83	Monthly Hourly
7160*	DEPUTY P.W. DIRECTOR - UTILITIES	MM	9,989 57.63	10,488 60.51	11,012 63.53	11,563 66.71	12,141 70.05	Monthly Hourly
7110*	DIVISION FIRE CHIEF	MM	11,720 67.62	12,306 71.00	12,921 74.54	13,567 78.27	14,245 82.18	Monthly Hourly
7120*	ENGINEER - SENIOR	MM	9,350 53.94	9,818 56.64	10,309 59.48	10,824 62.45	11,366 65.57	Monthly Hourly
7200*	ENVIRONMENTAL COMPLIANCE MANAGER	MM	9,080 52.38	9,534 55.00	10,011 57.76	10,512 60.65	11,037 63.68	Monthly Hourly

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JANUARY 27, 2024**

Mid Managers

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS						
			1	2	3	4	5	6	
7205*	INFORMATION SECURITY ADMINISTRATOR	MM	9,043 52.17	9,495 54.78	9,970 57.52	10,469 60.40	10,992 63.42		Monthly Hourly
7105*	INFORMATION TECHNOLOGY MANAGER	MM	10,018 57.80	10,519 60.69	11,045 63.72	11,597 66.91	12,177 70.25		Monthly Hourly
7043*	PARK MAINTENANCE MANAGER	MM	6,928 39.97	7,274 41.97	7,638 44.07	8,020 46.27	8,421 48.58		Monthly Hourly
7044*	PARKS AND GROUNDS SUPERINTENDENT	MM	8,600 49.62	9,030 52.10	9,481 54.70	9,955 57.43	10,452 60.30		Monthly Hourly
7065*	PLANNER-SENIOR	MM	7,611 43.91	7,992 46.11	8,392 48.42	8,812 50.84	9,253 53.38		Monthly Hourly
7060*	PLANNING MANAGER	MM	9,556 55.13	10,034 57.89	10,536 60.78	11,063 63.83	11,616 67.01		Monthly Hourly
7085*	PROJECT MANAGER	MM	7,879 45.46	8,273 47.73	8,687 50.12	9,121 52.62	9,578 55.26		Monthly Hourly
7090*	PUBLIC WORKS MAINTENANCE SUPERINTENDENT	MM	9,071 52.33	9,525 54.95	10,001 57.70	10,501 60.58	11,026 63.61		Monthly Hourly
7046*	RECREATION MANAGER	MM	8,062 46.51	8,465 48.84	8,888 51.28	9,332 53.84	9,799 56.53		Monthly Hourly

MOU Article 1.5 - Bilingual Pay - effective November 18, 2023

Employees who are proficient in speaking a foreign language, as determined by the City receive bilingual pay in the amount of 1.4% of the base rate of pay

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

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JANUARY 27, 2024**

Mid Managers			EFFECTIVE 04/28/2018 - NEW HIRES ONLY									
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
7565*	ACCOUNTING MANAGER	MM	10,041 57.93	10,292 59.38	10,543 60.83	10,807 62.35	11,070 63.87	11,347 65.46	11,624 67.06	11,915 68.74	12,205 70.42	Monthly Hourly
7470*	ADMINISTRATIVE ANALYST III	MM	7,761 44.78	7,955 45.89	8,149 47.01	8,353 48.19	8,556 49.36	8,770 50.60	8,984 51.83	9,209 53.13	9,433 54.42	Monthly Hourly
7525*	ANIMAL SERVICES MANAGER	MM	8,600 49.62	8,815 50.86	9,030 52.10	9,256 53.40	9,481 54.70	9,718 56.07	9,955 57.43	10,204 58.87	10,452 60.30	Monthly Hourly
7512*	CHIEF BUILDING OFFICIAL	MM	9,857 56.87	10,104 58.29	10,350 59.71	10,609 61.21	10,868 62.70	11,140 64.27	11,411 65.83	11,696 67.48	11,981 69.12	Monthly Hourly
7419*	CITY CLERK ADMINISTRATOR	MM	9,434 54.43	9,670 55.79	9,906 57.15	10,154 58.58	10,401 60.01	10,661 61.51	10,921 63.01	11,194 64.58	11,467 66.16	Monthly Hourly
7585	DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	MM	11,468 66.16	11,755 67.82	12,041 69.47	12,342 71.20	12,643 72.94	12,959 74.76	13,275 76.59	13,607 78.50	13,939 80.42	Monthly Hourly
7575*	DEPUTY P.W. DIRECTOR - ENGINEERING	MM	11,298 65.18	11,581 66.81	11,863 68.44	12,160 70.15	12,456 71.86	12,768 73.66	13,079 75.46	13,406 77.34	13,733 79.23	Monthly Hourly
7595*	DEPUTY P.W. DIRECTOR - MAINTENANCE	MM	9,388 54.16	9,623 55.52	9,857 56.87	10,104 58.29	10,350 59.71	10,609 61.21	10,867 62.69	11,139 64.26	11,411 65.83	Monthly Hourly
7560*	DEPUTY P.W. DIRECTOR - UTILITIES	MM	9,989 57.63	10,239 59.07	10,488 60.51	10,750 62.02	11,012 63.53	11,288 65.12	11,563 66.71	11,852 68.38	12,141 70.05	Monthly Hourly
7510*	DIVISION FIRE CHIEF	MM	11,720 67.62	12,013 69.31	12,306 71.00	12,614 72.77	12,921 74.54	13,244 76.41	13,567 78.27	13,906 80.23	14,245 82.18	Monthly Hourly
7520*	ENGINEER - SENIOR	MM	9,350 53.94	9,584 55.29	9,818 56.64	10,064 58.06	10,309 59.48	10,567 60.96	10,824 62.45	11,095 64.01	11,366 65.57	Monthly Hourly
7600*	ENVIRONMENTAL COMPLIANCE MANAGER	MM	9,080 52.38	9,307 53.69	9,534 55.00	9,773 56.38	10,011 57.76	10,262 59.20	10,512 60.65	10,775 62.16	11,037 63.68	Monthly Hourly
7605*	INFORMATION SECURITY ADMINISTRATOR	MM	9,043 52.17	9,269 53.48	9,495 54.78	9,733 56.15	9,970 57.52	10,220 58.96	10,469 60.40	10,731 61.91	10,992 63.42	Monthly Hourly

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JANUARY 27, 2024**

Mid Managers			EFFECTIVE 04/28/2018 - NEW HIRES ONLY									
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
7505*	INFORMATION TECHNOLOGY MANAGER	MM	10,018 57.80	10,269 59.24	10,519 60.69	10,782 62.20	11,045 63.72	11,321 65.31	11,597 66.91	11,887 68.58	12,177 70.25	Monthly Hourly
7443*	PARK MAINTENANCE MANAGER	MM	6,928 39.97	7,101 40.97	7,274 41.97	7,456 43.02	7,638 44.07	7,829 45.17	8,020 46.27	8,220 47.42	8,421 48.58	Monthly Hourly
7444*	PARKS AND GROUNDS SUPERINTENDENT	MM	8,600 49.62	8,815 50.86	9,030 52.10	9,256 53.40	9,481 54.70	9,718 56.07	9,955 57.43	10,204 58.87	10,452 60.30	Monthly Hourly
7465*	PLANNER-SENIOR	MM	7,611 43.91	7,802 45.01	7,992 46.11	8,192 47.26	8,392 48.42	8,602 49.63	8,812 50.84	9,032 52.11	9,253 53.38	Monthly Hourly
7460*	PLANNING MANAGER	MM	9,556 55.13	9,795 56.51	10,034 57.89	10,285 59.34	10,536 60.78	10,800 62.31	11,063 63.83	11,339 65.42	11,616 67.01	Monthly Hourly
7485*	PROJECT MANAGER	MM	7,879 45.46	8,076 46.59	8,273 47.73	8,480 48.92	8,687 50.12	8,904 51.37	9,121 52.62	9,349 53.94	9,578 55.26	Monthly Hourly
7490*	PUBLIC WORKS MAINTENANCE SUPERINTENDENT	MM	9,071 52.33	9,298 53.64	9,525 54.95	9,763 56.33	10,001 57.70	10,251 59.14	10,501 60.58	10,764 62.10	11,026 63.61	Monthly Hourly
7446*	RECREATION MANAGER	MM	8,062 46.51	8,264 47.68	8,465 48.84	8,677 50.06	8,888 51.28	9,110 52.56	9,332 53.84	9,565 55.18	9,799 56.53	Monthly Hourly

MOU Article 1.5 - Bilingual Pay - effective November 18, 2023

Employees who are proficient in speaking a foreign language, as determined by the City receive bilingual pay in the amount of 1.4% of the base rate of pay

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

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

Police Mid-Managers

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
7010*	ADMINISTRATIVE MANAGER	Police MM	8,655 49.93	9,088 52.43	9,542 55.05	10,019 57.80	10,520 60.69	Monthly Hourly
7180*	ASSISTANT POLICE CHIEF	Police MM	12,541 72.35	13,168 75.97	13,826 79.77	14,517 83.75	15,243 87.94	Monthly Hourly
7150*	POLICE COMMANDER	Police MM	11,944 68.91	12,541 72.35	13,168 75.97	13,826 79.77	14,517 83.75	Monthly Hourly
7111*	POLICE LIEUTENANT	Police MM	10,638 61.37	11,170 64.44	11,728 67.66	12,314 71.04	12,930 74.60	Monthly Hourly

Pensionable Compensation for New Members (PEPRA)

MOU Article 3.2 - Longevity Pay (Cumulative but not compounded)

Upon completion of service with the City of Yuba City:

15 years	2.50%
20 years	1.75%

MOU Article 3.3 - Education Incentive

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

The maximum education incentive is limited to 2.5% of base salary.

MOU Article 3.4 - Bilingual Pay

Police Mid-Manager employees who are certified as bilingual will receive a bilingual pay incentive 1.4% of their base hourly rate::

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

Police Mid Managers

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

Police Mid-Managers

JCN	CLASSIFICATION	Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
7410*	ADMINISTRATIVE MANAGER	Police MM	8,655 49.93	8,872 51.18	9,088 52.43	9,315 53.74	9,542 55.05	9,781 56.43	10,019 57.80	10,270 59.25	10,520 60.69	Monthly Hourly

Pensionable Compensation for New Members (PEPRA)

MOU Article 3.2 - Longevity Pay (Cumulative but not compounded)
Upon completion of service with the City of Yuba City:

15 years	2.50%
20 years	1.75%

MOU Article 3.3 - Education Incentive
Police Sworn Mid-Manager employees awarded a Master's degree or who has successfully completed the FBI National Academy will be eligible to receive an education incentive of 2.5% of base salary.
The maximum education incentive is limited to 2.5% of base salary.

MOU Article 3.4 - Bilingual Pay
Police Mid-Manager employees who are certified as bilingual will receive a bilingual pay incentive 1.4% of their base hourly rate::

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

Police Mid Managers (9 Step)

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

Police Officers Association

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	6
2005	ADMINISTRATIVE ASSISTANT	PD	4,621 26.66	4,852 27.99	5,095 29.39	5,350 30.87	5,618 32.41	Monthly Hourly
2040	COMMUNITY POLICING COORDINATOR	PD	4,558 26.30	4,786 27.61	5,025 28.99	5,276 30.44	5,539 31.96	Monthly Hourly
2130	COMMUNITY SERVICE OFFICER	PD	4,497 25.94	4,722 27.24	4,958 28.60	5,206 30.03	5,467 31.54	Monthly Hourly
2125	COMMUNITY SERVICE OFFICER - LEAD	PD	5,076 29.28	5,330 30.75	5,596 32.28	5,876 33.90	6,170 35.59	Monthly Hourly
2150	FIELD SERVICE TECHNICIAN	PD	4,558 26.30	4,786 27.61	5,025 28.99	5,276 30.44	5,539 31.96	Monthly Hourly
2200	POLICE OFFICER	PD	6,022 34.74	6,323 36.48	6,639 38.30	6,971 40.22	7,320 42.23	7,686 44.34 Monthly Hourly
2120	POLICE RECORDS CLERK	PD	3,812 21.99	4,003 23.09	4,203 24.25	4,413 25.46	4,634 26.73	Monthly Hourly
2160	POLICE RECORDS CLERK - LEAD	PD	4,228 24.39	4,439 25.61	4,661 26.89	4,894 28.23	5,139 29.65	Monthly Hourly
2190	POLICE RECRUIT	PD	5,239 30.23	5,501 31.74	5,776 33.33	- -	- -	Monthly Hourly
2110	PUBLIC SAFETY DISPATCHER I	PD	4,244 24.48	4,456 25.71	- -	- -	- -	Monthly Hourly
2140	PUBLIC SAFETY DISPATCHER II	PD	4,995 28.82	5,245 30.26	5,507 31.77	5,782 33.36	6,071 35.02	Monthly Hourly
2180	PUBLIC SAFETY DISPATCHER III	PD	- -	- -	- -	6,354 36.66	6,671 38.49	Monthly Hourly
2170	POLICE SERVICES ANALYST	PD	5,190 29.94	5,449 31.44	5,721 33.01	6,007 34.66	6,308 36.39	Monthly Hourly

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

Police Officers Association

Pensionable Compensation for New Members (PEPRA)

MOU Article 5.2 - Longevity Pay

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

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

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

MOU Article 5.3 - Sworn Education Incentive -

Education Incentive pay for sworn personnel shall be base pay cumulative but not compounded.

The cap for employees with an Advanced POST certificate shall be 10%.

Sworn Personnel shall receive education incentive as follows:

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

MOU Article 5.4 - Non-Sworn Education Incentive -

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

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

MOU Article 5.5 - Dispatcher POST Incentive -

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

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

MOU Article 5.6 - Bilingual Pay - effective November 18, 2023

Employees who are proficient in speaking a foreign language, as determined by the City, will receive bilingual pay as a percentage of their base hourly rate.

Sworn Employees	1.40%
Non-Sworn Employees	2.25%

MOU Article 6.1 - Homeless Liaison Premium

Police Officers who are routinely and consistently assigned as a liaison between the unhoused population, advocacy groups, and the Police Department receive a premium in the amount of five percent (5.0) of their base hourly rate of pay for the duration of the assignment.

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

Police Officers Association

MOU Article 6.2 - Detective Assignment

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

MOU Article 6.3 - Traffic Division (effective September 28, 2019)

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

MOU Article 6.5 - Training Pay

Police Officers designated as Field Training Officers by the Police Chief shall receive five (5) percent additional compensation (calculated from their base hourly wage) while so assigned to the Departments Training Program.

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

MOU Article 6.6 - Canine Pay

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

MOU Article 8.1 - Holiday Pay

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

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

Police Officers Association		Bargaining Group	EFFECTIVE 03/03/18 - NEW HIRES ONLY									
JCN	CLASSIFICATION		SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
2405	ADMINISTRATIVE ASSISTANT	PD	4,621 26.66	4,737 27.33	4,852 27.99	4,974 28.70	5,095 29.39	5,223 30.13	5,350 30.87	5,484 31.64	5,618 32.41	Monthly Hourly
2440	COMMUNITY POLICING COORDINATOR	PD	4,558 26.30	4,672 26.95	4,786 27.61	4,906 28.30	5,025 28.99	5,151 29.72	5,276 30.44	5,408 31.20	5,539 31.96	Monthly Hourly
2530	COMMUNITY SERVICE OFFICER	PD	4,497 25.94	4,610 26.60	4,722 27.24	4,840 27.92	4,958 28.60	5,082 29.32	5,206 30.03	5,336 30.78	5,467 31.54	Monthly Hourly
2525	COMMUNITY SERVICE OFFICER - LEAD	PD	5,076 29.28	5,203 30.02	5,330 30.75	5,463 31.52	5,596 32.28	5,736 33.09	5,876 33.90	6,023 34.75	6,170 35.59	Monthly Hourly
2550	FIELD SERVICE TECHNICIAN	PD	4,558 26.30	4,672 26.95	4,786 27.61	4,906 28.30	5,025 28.99	5,151 29.72	5,276 30.44	5,408 31.20	5,539 31.96	Monthly Hourly
2520	POLICE RECORDS CLERK	PD	3,812 21.99	3,908 22.55	4,003 23.09	4,103 23.67	4,203 24.25	4,308 24.85	4,413 25.46	4,523 26.09	4,634 26.73	Monthly Hourly
2560	POLICE RECORDS CLERK - LEAD	PD	4,228 24.39	4,334 25.00	4,439 25.61	4,550 26.25	4,661 26.89	4,778 27.57	4,894 28.23	5,016 28.94	5,139 29.65	Monthly Hourly
2470	POLICE SERVICES ANALYST	PD	5,190 29.94	5,320 30.69	5,449 31.44	5,585 32.22	5,721 33.01	5,864 33.83	6,007 34.66	6,157 35.52	6,308 36.39	Monthly Hourly

Pensionable Compensation for New Members (PEPRA)

MOU Article 5.2 - Longevity Pay

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

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

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

MOU Article 5.3 - Sworn Education Incentive -

Education Incentive pay for sworn personnel shall be base pay cumulative but not compounded.

The cap for employees with an Advanced POST certificate shall be 10%.

Sworn Personnel shall receive education incentive as follows:

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

MOU Article 5.4 - Non-Sworn Education Incentive -

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

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

MOU Article 5.5 - Dispatcher POST Incentive -

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

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

MOU Article 5.6 - Bilingual Pay - effective November 18, 2023

Employees who are proficient in speaking a foreign language, as determined by the City, will receive bilingual pay as a percentage of their base hourly rate.

Sworn Employees	1.40%
Non-Sworn Employees	2.25%

MOU Article 6.1 - Homeless Liaison Premium

Police Officers who are routinely and consistently assigned as a liaison between the unhoused population, advocacy groups, and the Police Department receive a premium in the amount of five percent (5.0) of their base hourly rate of pay for the duration of the assignment.

MOU Article 6.2 - Detective Assignment

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

MOU Article 6.3 - Traffic Division (effective September 28, 2019)

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

MOU Article 6.5 - Training Pay

Police Officers designated as Field Training Officers by the Police Chief shall receive five (5) percent additional compensation (calculated from their base hourly wage) while so assigned to the Departments Training Program.

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

MOU Article 6.6 - Canine Pay

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

MOU Article 8.1 - Holiday Pay

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

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

Police First Level Managers

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6100*	POLICE SERGEANT	PFLM	7,573 43.69	7,952 45.88	8,350 48.17	8,768 50.58	9,206 53.11	Monthly Hourly
6106	POLICE RECORDS SUPERVISOR	PFLM	4,635 26.74	4,867 28.08	5,110 29.48	5,365 30.95	5,633 32.50	Monthly Hourly
6035	COMMUNICATIONS CENTER SUPERVISOR	PFLM	6,285 36.26	6,599 38.07	6,929 39.98	7,275 41.97	7,638 44.07	Monthly Hourly

Pensionable Compensation for New Members (PEPRA)

MOU Article 5.1 - Longevity Pay (Cumulative but not compounded)
Upon completion of service with the City of Yuba City:

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

MOU Article 5.2 & 5.3 - Education Incentive

Education Incentive Pay shall be base pay cumulative but not compounded

Sworn personnel shall have a 12.7% cap

Associate Degree	2.50%
Bachelor Degree	7.50%
POST Intermediate Cert	2.50%
POST Advanced Cert	7.50%
POST Supervisory Cert	5.20%

Non-sworn personnel

Associate Degree	2.50%
Bachelor Degree	5.00%
POST Public Safety Dispatch Adv	2.50%
POST Dispatch Supervisor	5.00%

MOU Article 5.4 - Bilingual Pay

Police First Level Managers who are certified as bilingual will receive a bilingual pay incentive 1.4% of their base hourly rate:

MOU Article 6.2 - Holiday Pay

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

MOU Article 5.12 & 5.13 - FTO Pay and Traffic Division

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

MOU Article 5.11 - Detective and Net-5 (increase from 5% to 7.5% effective 9/28/19)

Employees assigned to Investigation and/or Net-5

shall receive 7.5% of incentive pay (calculated from base hourly wage).

Police First Level Managers

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2023**

Police First Level Managers

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
6406	POLICE RECORDS SUPERVISOR	PFLM	4,773 27.54	4,893 28.23	5,012 28.92	5,138 29.64	5,263 30.36	5,395 31.13	5,526 31.88	5,664 32.68	5,802 33.47	Monthly Hourly
6435	COMMUNICATIONS CENTER SUPERVISOR	PFLM	6,472 37.34	6,634 38.27	6,796 39.21	6,966 40.19	7,136 41.17	7,315 42.20	7,493 43.23	7,680 44.31	7,867 45.39	Monthly Hourly

Pensionable Compensation for New Members (PEPRA)

MOU Article 5.1 - Longevity Pay (Cumulative but not compounded)

Upon completion of service with the City of Yuba City:

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

MOU Article 5.2 & 5.3 - Education Incentive

Education Incentive Pay shall be base pay cumulative but not compounded

Sworn personnel shall have a 12.7% cap

Associate Degree	2.50%
Bachelor Degree	7.50%
POST Intermediate Cert	2.50%
POST Advanced Cert	7.50%
POST Supervisory Cert	5.20%

Non-sworn personnel

Associate Degree	2.50%
Bachelor Degree	5.00%
POST Public Safety Dispatch Adv	2.50%
POST Dispatch Supervisor	5.00%

MOU Article 5.4 - Bilingual Pay

Police First Level Managers who are certified as bilingual will receive a bilingual pay incentive 1.4% of their base hourly rate:

MOU Article 6.2 - Holiday Pay

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

Police First Level Managers (9 Step)

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE FEBRUARY 10, 2024**

Public Employees Union, Local #1

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4101	ACCOUNTANT I	PEU, Local 1	5,622 32.43	5,903 34.06	6,198 35.76	6,508 37.55	6,833 39.42	Monthly Hourly
4100	ACCOUNT CLERK-INTERMEDIATE	PEU, Local 1	3,909 22.55	4,104 23.68	4,309 24.86	4,524 26.10	4,752 27.41	Monthly Hourly
4162	ACCOUNT CLERK-SENIOR	PEU, Local 1	4,300 24.81	4,515 26.05	4,741 27.35	4,978 28.72	5,227 30.15	Monthly Hourly
4244	ADMINISTRATIVE ANALYST I	PEU, Local 1	5,854 33.77	6,147 35.46	6,454 37.23	6,777 39.10	7,116 41.05	Monthly Hourly
4020	ADMINISTRATIVE ASSISTANT	PEU, Local 1	4,543 26.21	4,770 27.52	5,009 28.90	5,259 30.34	5,522 31.86	Monthly Hourly
4040	ADMINISTRATIVE CLERK I	PEU, Local 1	3,277 18.91	3,441 19.85	3,613 20.84	3,794 21.89	3,983 22.98	Monthly Hourly
4060	ADMINISTRATIVE CLERK II	PEU, Local 1	3,605 20.80	3,785 21.84	3,974 22.93	4,173 24.08	4,382 25.28	Monthly Hourly
4085	ADMINISTRATIVE CLERK III	PEU, Local 1	3,966 22.88	4,164 24.02	4,372 25.22	4,591 26.49	4,821 27.81	Monthly Hourly
4090	ANIMAL SERVICES OFFICER I	PEU, Local 1	3,990 23.02	4,189 24.17	4,398 25.37	4,618 26.64	4,849 27.97	Monthly Hourly
4095	ANIMAL SERVICES OFFICER II	PEU, Local 1	4,373 25.23	4,592 26.49	4,822 27.82	5,063 29.21	5,316 30.67	Monthly Hourly
4270	BUILDING INSPECTOR I	PEU, Local 1	5,261 30.35	5,524 31.87	5,800 33.46	6,090 35.13	6,395 36.89	Monthly Hourly
4292	BUILDING INSPECTOR II	PEU, Local 1	6,050 34.90	6,352 36.65	6,670 38.48	7,003 40.40	7,353 42.42	Monthly Hourly
4062	BUILDING MAINTENANCE WORKER I	PEU, Local 1	4,264 24.60	4,477 25.83	4,701 27.12	4,936 28.48	5,183 29.90	Monthly Hourly
4121	BUILDING MAINTENANCE WORKER II	PEU, Local 1	4,661 26.89	4,894 28.23	5,139 29.65	5,396 31.13	5,666 32.69	Monthly Hourly
4285	CODE ENFORCEMENT OFFICER	PEU, Local 1	5,377 31.02	5,646 32.57	5,928 34.20	6,224 35.91	6,536 37.71	Monthly Hourly

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE FEBRUARY 10, 2024**

Public Employees Union, Local #1

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4115	COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	4,440 25.62	4,662 26.90	4,895 28.24	5,140 29.65	5,397 31.13	Monthly Hourly
4144	COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	4,883 28.17	5,127 29.58	5,383 31.06	5,652 32.61	5,934 34.24	Monthly Hourly
4243	CONSTRUCTION INSPECTOR	PEU, Local 1	5,819 33.57	6,110 35.25	6,415 37.01	6,736 38.86	7,072 40.80	Monthly Hourly
4050	CUSTODIAN I	PEU, Local 1	3,524 20.33	3,700 21.35	3,885 22.41	4,079 23.53	4,284 24.71	Monthly Hourly
4082	CUSTODIAN II	PEU, Local 1	3,876 22.36	4,070 23.48	4,274 24.66	4,488 25.89	4,712 27.19	Monthly Hourly
4030	CUSTOMER SERVICES REP I	PEU, Local 1	3,505 20.22	3,680 21.23	3,864 22.29	4,057 23.41	4,261 24.58	Monthly Hourly
4070	CUSTOMER SERVICES REP II	PEU, Local 1	3,840 22.15	4,032 23.26	4,234 24.43	4,446 25.65	4,668 26.93	Monthly Hourly
4161	CUSTOMER SERVICES REP.-SENIOR	PEU, Local 1	4,224 24.37	4,435 25.59	4,657 26.87	4,890 28.21	5,134 29.62	Monthly Hourly
4170	ELECTRICAL TECHNICIAN I	PEU, Local 1	5,852 33.76	6,145 35.45	6,452 37.22	6,775 39.09	7,113 41.04	Monthly Hourly
4265	ELECTRICAL TECHNICIAN II	PEU, Local 1	6,437 37.14	6,759 38.99	7,097 40.94	7,452 42.99	7,825 45.14	Monthly Hourly
4280	ELECTRICAL TECHNICIAN III	PEU, Local 1	7,081 40.85	7,435 42.89	7,807 45.04	8,197 47.29	8,607 49.66	Monthly Hourly
4300	ENGINEER - ASSISTANT	PEU, Local 1	6,412 36.99	6,733 38.84	7,070 40.79	7,423 42.83	7,793 44.96	Monthly Hourly
4215	ENGINEERING TECHNICIAN I	PEU, Local 1	4,987 28.77	5,236 30.21	5,498 31.72	5,773 33.31	6,062 34.97	Monthly Hourly
4250	ENGINEERING TECHNICIAN II	PEU, Local 1	5,391 31.10	5,661 32.66	5,944 34.29	6,241 36.01	6,553 37.81	Monthly Hourly
4295	ENGINEERING TECHNICIAN III	PEU, Local 1	6,210 35.83	6,520 37.62	6,846 39.50	7,188 41.47	7,547 43.54	Monthly Hourly

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE FEBRUARY 10, 2024**

Public Employees Union, Local #1

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4590	ENVIRONMENTAL COMPLIANCE INSPECTOR	PEU, Local 1	5,770 33.29	6,058 34.95	6,361 36.70	6,679 38.53	7,013 40.46	Monthly Hourly
4036	FIELD CUSTOMER SERVICE REP I	PEU, Local 1	3,491 20.14	3,666 21.15	3,849 22.21	4,041 23.31	4,243 24.48	Monthly Hourly
4083	FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,840 22.15	4,032 23.26	4,234 24.43	4,446 25.65	4,668 26.93	Monthly Hourly
4246	INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	5,448 31.43	5,720 33.00	6,006 34.65	6,306 36.38	6,622 38.20	Monthly Hourly
4260	INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	5,994 34.58	6,294 36.31	6,609 38.13	6,939 40.03	7,286 42.03	Monthly Hourly
4281	INSTRUMENTATION TECHNICIAN I	PEU, Local 1	5,852 33.76	6,145 35.45	6,452 37.22	6,775 39.09	7,113 41.04	Monthly Hourly
4282	INSTRUMENTATION TECHNICIAN II	PEU, Local 1	6,437 37.14	6,759 38.99	7,097 40.94	7,452 42.99	7,825 45.14	Monthly Hourly
4283	INSTRUMENTATION TECHNICIAN III	PEU, Local 1	7,081 40.85	7,435 42.89	7,807 45.04	8,197 47.29	8,607 49.66	Monthly Hourly
4110	KENNEL ATTENDANT I	PEU, Local 1	3,614 20.85	3,795 21.89	3,985 22.99	4,184 24.14	4,393 25.35	Monthly Hourly
4111	KENNEL ATTENDANT II	PEU, Local 1	3,975 22.93	4,174 24.08	4,383 25.29	4,602 26.55	4,833 27.88	Monthly Hourly
4530	LABORATORY ANALYST I	PEU, Local 1	5,567 32.12	5,845 33.72	6,137 35.41	6,444 37.18	6,768 39.04	Monthly Hourly
4581	LABORATORY ANALYST II	PEU, Local 1	6,124 35.33	6,430 37.10	6,751 38.95	7,089 40.90	7,444 42.95	Monthly Hourly
4064	LABORATORY ASSISTANT	PEU, Local 1	4,841 27.93	5,083 29.33	5,337 30.79	5,604 32.33	5,885 33.95	Monthly Hourly
4220	MECHANIC	PEU, Local 1	4,750 27.40	4,988 28.78	5,237 30.21	5,499 31.73	5,774 33.31	Monthly Hourly
4220	MECHANIC-LEAD	PEU, Local 1	5,226 30.15	5,487 31.66	5,761 33.24	6,049 34.90	6,351 36.64	Monthly Hourly

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE FEBRUARY 10, 2024**

Public Employees Union, Local #1

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4063	PARK MAINTENANCE WORKER I	PEU, Local 1	3,902 22.51	4,097 23.64	4,302 24.82	4,517 26.06	4,743 27.36	Monthly Hourly
4122	PARK MAINTENANCE WORKER II	PEU, Local 1	4,291 24.76	4,506 26.00	4,731 27.29	4,968 28.66	5,216 30.09	Monthly Hourly
4200	PARK MAINTENANCE WORKER III	PEU, Local 1	4,721 27.24	4,957 28.60	5,205 30.03	5,465 31.53	5,738 33.10	Monthly Hourly
4245	PLANNER-ASSISTANT	PEU, Local 1	5,742 33.13	6,029 34.78	6,330 36.52	6,647 38.35	6,979 40.26	Monthly Hourly
4255	PLANS EXAMINER I	PEU, Local 1	5,801 33.47	6,091 35.14	6,396 36.90	6,716 38.75	7,052 40.68	Monthly Hourly
4256	PLANS EXAMINER II	PEU, Local 1	6,381 36.81	6,700 38.65	7,035 40.59	7,387 42.62	7,757 44.75	Monthly Hourly
4140	PLANT MAINTENANCE MECHANIC	PEU, Local 1	5,656 32.63	5,939 34.26	6,236 35.98	6,548 37.78	6,876 39.67	Monthly Hourly
4221	PLANT MAINTENANCE MECHANIC -SENIOR	PEU, Local 1	6,222 35.90	6,533 37.69	6,860 39.58	7,203 41.56	7,563 43.63	Monthly Hourly
4061	PUBLIC WORKS MAINTENANCE WORKER I	PEU, Local 1	3,902 22.51	4,097 23.64	4,302 24.82	4,517 26.06	4,743 27.36	Monthly Hourly
4120	PUBLIC WORKS MAINTENANCE WORKER II	PEU, Local 1	4,291 24.76	4,506 26.00	4,731 27.29	4,968 28.66	5,216 30.09	Monthly Hourly
4150	PUBLIC WORKS MAINTENANCE WORKER III	PEU, Local 1	4,721 27.24	4,957 28.60	5,205 30.03	5,465 31.53	5,738 33.10	Monthly Hourly
4080	RECREATION COORDINATOR	PEU, Local 1	4,280 24.69	4,494 25.93	4,719 27.23	4,955 28.59	5,202 30.01	Monthly Hourly
4117	REGISTERED VETERINARY TECH	PEU, Local 1	4,373 25.23	4,592 26.49	4,822 27.82	5,063 29.21	5,316 30.67	Monthly Hourly
4540	QUALITY ASSURANCE OFFICER	PEU, Local 1	6,583 37.98	6,912 39.88	7,258 41.87	7,621 43.97	8,002 46.16	Monthly Hourly

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE FEBRUARY 10, 2024**

Public Employees Union, Local #1

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
4058	UTILITIES TREATMENT PLANT MAINTENANCE WORKER I	PEU, Local 1	3,902 22.51	4,097 23.64	4,302 24.82	4,517 26.06	4,743 27.36	Monthly Hourly
4118	UTILITIES TREATMENT PLANT MAINTENANCE WORKER II	PEU, Local 1	4,291 24.76	4,506 26.00	4,731 27.29	4,968 28.66	5,216 30.09	Monthly Hourly
4236	WASTEWATER COLLECTIONS MAINTENANCE WORKER I	PEU, Local 1	4,271 24.64	4,485 25.88	4,709 27.17	4,944 28.52	5,191 29.95	Monthly Hourly
4237	WASTEWATER COLLECTIONS MAINTENANCE WORKER II	PEU, Local 1	5,125 29.57	5,381 31.04	5,650 32.60	5,932 34.22	6,229 35.94	Monthly Hourly
4238	WASTEWATER COLLECTIONS MAINTENANCE WORKER III	PEU, Local 1	5,770 33.29	6,058 34.95	6,361 36.70	6,679 38.53	7,013 40.46	Monthly Hourly
4166	WASTEWATER TREATMENT FACILITY OP. TRAINEE/ I	PEU, Local 1	6,198 35.76	6,508 37.55	6,833 39.42	7,175 41.39	7,535 43.47	Monthly Hourly
4235	WASTEWATER TREATMENT FACILITY OP. II	PEU, Local 1	6,820 39.35	7,161 41.31	7,519 43.38	7,895 45.55	8,288 47.82	Monthly Hourly
4293	WASTEWATER TREATMENT FACILITY OP. III	PEU, Local 1	7,501 43.28	7,876 45.44	8,270 47.71	8,683 50.09	9,118 52.60	Monthly Hourly
4284	WATER DISTRIBUTION OPERATOR I	PEU, Local 1	5,142 29.67	5,399 31.15	5,669 32.71	5,952 34.34	6,249 36.05	Monthly Hourly
4286	WATER DISTRIBUTION OPERATOR II	PEU, Local 1	5,655 32.63	5,938 34.26	6,235 35.97	6,547 37.77	6,874 39.66	Monthly Hourly
4287	WATER DISTRIBUTION OPERATOR III	PEU, Local 1	6,504 37.52	6,829 39.40	7,170 41.37	7,529 43.44	7,905 45.60	Monthly Hourly
4131	WATER TREATMENT FACILITY OPER. TRAINEE	PEU, Local 1	5,634 32.50	5,916 34.13	6,212 35.84	6,523 37.63	6,850 39.52	Monthly Hourly
4180	WATER TREATMENT FACILITY OPERATOR II	PEU, Local 1	6,198 35.76	6,508 37.55	6,833 39.42	7,175 41.39	7,535 43.47	Monthly Hourly
4230	WATER TREATMENT FACILITY OPERATOR III	PEU, Local 1	6,819 39.34	7,160 41.31	7,518 43.37	7,894 45.54	8,288 47.82	Monthly Hourly
4291	WATER TREATMENT FACILITY OPERATOR IV	PEU, Local 1	7,501 43.28	7,876 45.44	8,270 47.71	8,683 50.09	9,118 52.60	Monthly Hourly

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE FEBRUARY 10, 2024**

**Public Employees Union, Local #1
Pensionable Compensation for New Members (PEPRA)**

MOU Article 13.1 - Bilingual Pay

Employees in classifications who are proficient in speaking a foreign language will receive Bilingual Pay in the amount of 2.5% of the base rate of pay.

MOU Article 17 - Certificate Pay

Employees in the Parks Division or in the Utilities Treatment Plant Maintenance Workers who possess a Qualified Pesticide Applicator's Certificate will receive 1.5% of their base rate of pay.

Employees in the Parks Division who possess a Pool Operations Certificate will receive 1.5% of their base rate of pay

Employees in the Community Services Department who possess a Certified Playground Safety Inspector Certificate will receive 1.5% of their base rate of pay

Employees in the following divisions: Water Distribution, Wastewater Collections, Utilities, Fleet, Streets, Parks Maintenance, and Recreation who drive the bus and possess a valid California Driver's License with a passenger endorsement receive Special Class Driver's License Pay of one and a half percent (1.5%) of their base rate of pay

MOU Article 18 - Shift Differential

A shift differential of five percent (5%) of their base rate of pay shall be paid to plant operators who are assigned to work from 7:00 p.m. to 7:00 a.m.

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE FEBRUARY 10, 2024**

Public Employees Union, Local #1			EFFECTIVE 06/09/18 - NEW HIRES ONLY									
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5101	ACCOUNTANT I	PEU, Local 1	5,622 32.43	5,763 33.25	5,903 34.06	6,051 34.91	6,198 35.76	6,353 36.65	6,508 37.55	6,671 38.49	6,833 39.42	Monthly Hourly
5100	ACCOUNT CLERK-INTERMEDIATE	PEU, Local 1	3,909 22.55	4,007 23.12	4,104 23.68	4,207 24.27	4,309 24.86	4,417 25.48	4,524 26.10	4,638 26.76	4,752 27.41	Monthly Hourly
5162	ACCOUNT CLERK-SENIOR	PEU, Local 1	4,300 24.81	4,408 25.43	4,515 26.05	4,628 26.70	4,741 27.35	4,860 28.04	4,978 28.72	5,102 29.43	5,227 30.15	Monthly Hourly
5244	ADMINISTRATIVE ANALYST I	PEU, Local 1	5,854 33.77	6,001 34.62	6,147 35.46	6,301 36.35	6,454 37.23	6,616 38.17	6,777 39.10	6,946 40.07	7,116 41.05	Monthly Hourly
5020	ADMINISTRATIVE ASSISTANT	PEU, Local 1	4,543 26.21	4,657 26.87	4,770 27.52	4,890 28.21	5,009 28.90	5,134 29.62	5,259 30.34	5,391 31.10	5,522 31.86	Monthly Hourly
5040	ADMINISTRATIVE CLERK I	PEU, Local 1	3,277 18.91	3,359 19.38	3,441 19.85	3,527 20.35	3,613 20.84	3,704 21.37	3,794 21.89	3,889 22.44	3,983 22.98	Monthly Hourly
5060	ADMINISTRATIVE CLERK II	PEU, Local 1	3,605 20.80	3,695 21.32	3,785 21.84	3,880 22.38	3,974 22.93	4,074 23.50	4,173 24.08	4,278 24.68	4,382 25.28	Monthly Hourly
5085	ADMINISTRATIVE CLERK III	PEU, Local 1	3,966 22.88	4,065 23.45	4,164 24.02	4,268 24.62	4,372 25.22	4,482 25.86	4,591 26.49	4,706 27.15	4,821 27.81	Monthly Hourly
5090	ANIMAL SERVICES OFFICER I	PEU, Local 1	3,990 23.02	4,090 23.60	4,189 24.17	4,294 24.77	4,398 25.37	4,508 26.01	4,618 26.64	4,733 27.31	4,849 27.97	Monthly Hourly
5095	ANIMAL SERVICES OFFICER II	PEU, Local 1	4,373 25.23	4,483 25.86	4,592 26.49	4,707 27.16	4,822 27.82	4,943 28.52	5,063 29.21	5,189 29.94	5,316 30.67	Monthly Hourly
5270	BUILDING INSPECTOR I	PEU, Local 1	5,261 30.35	5,393 31.11	5,524 31.87	5,662 32.67	5,800 33.46	5,945 34.30	6,090 35.13	6,241 36.01	6,395 36.89	Monthly Hourly
5292	BUILDING INSPECTOR II	PEU, Local 1	6,050 34.90	6,201 35.78	6,352 36.65	6,511 37.56	6,670 38.48	6,837 39.44	7,003 40.40	7,178 41.41	7,353 42.42	Monthly Hourly
5062	BUILDING MAINTENANCE WORKER I	PEU, Local 1	4,264 24.60	4,371 25.22	4,477 25.83	4,589 26.48	4,701 27.12	4,819 27.80	4,936 28.48	5,059 29.19	5,183 29.90	Monthly Hourly
5121	BUILDING MAINTENANCE WORKER II	PEU, Local 1	4,661 26.89	4,778 27.57	4,894 28.23	5,017 28.94	5,139 29.65	5,268 30.39	5,396 31.13	5,531 31.91	5,666 32.69	Monthly Hourly
5285	CODE ENFORCEMENT OFFICER	PEU, Local 1	5,377 31.02	5,512 31.80	5,646 32.57	5,787 33.39	5,928 34.20	6,076 35.05	6,224 35.91	6,380 36.81	6,536 37.71	Monthly Hourly

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE FEBRUARY 10, 2024**

Public Employees Union, Local #1			EFFECTIVE 06/09/18 - NEW HIRES ONLY									
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5115	COMMUNITY DEVELOPMENT TECH I	PEU, Local 1	4,440 25.62	4,551 26.26	4,662 26.90	4,779 27.57	4,895 28.24	5,018 28.95	5,140 29.65	5,268 30.39	5,397 31.13	Monthly Hourly
5144	COMMUNITY DEVELOPMENT TECH II	PEU, Local 1	4,883 28.17	5,005 28.88	5,127 29.58	5,255 30.32	5,383 31.06	5,518 31.83	5,652 32.61	5,792 33.42	5,934 34.24	Monthly Hourly
5243	CONSTRUCTION INSPECTOR	PEU, Local 1	5,819 33.57	5,965 34.41	6,110 35.25	6,263 36.13	6,415 37.01	6,576 37.94	6,736 38.86	6,903 39.83	7,072 40.80	Monthly Hourly
5050	CUSTODIAN I	PEU, Local 1	3,524 20.33	3,612 20.84	3,700 21.35	3,793 21.88	3,885 22.41	3,982 22.97	4,079 23.53	4,181 24.12	4,284 24.71	Monthly Hourly
5082	CUSTODIAN II	PEU, Local 1	3,876 22.36	3,973 22.92	4,070 23.48	4,172 24.07	4,274 24.66	4,381 25.28	4,488 25.89	4,600 26.54	4,712 27.19	Monthly Hourly
5030	CUSTOMER SERVICES REP I	PEU, Local 1	3,505 20.22	3,593 20.73	3,680 21.23	3,772 21.76	3,864 22.29	3,961 22.85	4,057 23.41	4,158 23.99	4,261 24.58	Monthly Hourly
5070	CUSTOMER SERVICES REP II	PEU, Local 1	3,840 22.15	3,936 22.71	4,032 23.26	4,133 23.84	4,234 24.43	4,340 25.04	4,446 25.65	4,557 26.29	4,668 26.93	Monthly Hourly
5161	CUSTOMER SERVICES REP.-SENIOR	PEU, Local 1	4,224 24.37	4,330 24.98	4,435 25.59	4,546 26.23	4,657 26.87	4,774 27.54	4,890 28.21	5,012 28.92	5,134 29.62	Monthly Hourly
5170	ELECTRICAL TECHNICIAN I	PEU, Local 1	5,852 33.76	5,999 34.61	6,145 35.45	6,299 36.34	6,452 37.22	6,614 38.16	6,775 39.09	6,944 40.06	7,113 41.04	Monthly Hourly
5265	ELECTRICAL TECHNICIAN II	PEU, Local 1	6,437 37.14	6,598 38.07	6,759 38.99	6,928 39.97	7,097 40.94	7,275 41.97	7,452 42.99	7,638 44.07	7,825 45.14	Monthly Hourly
5280	ELECTRICAL TECHNICIAN III	PEU, Local 1	7,081 40.85	7,258 41.87	7,435 42.89	7,621 43.97	7,807 45.04	8,002 46.17	8,197 47.29	8,402 48.47	8,607 49.66	Monthly Hourly
5300	ENGINEER - ASSISTANT	PEU, Local 1	6,412 36.99	6,573 37.92	6,733 38.84	6,902 39.82	7,070 40.79	7,247 41.81	7,423 42.83	7,608 43.89	7,793 44.96	Monthly Hourly
5215	ENGINEERING TECHNICIAN I	PEU, Local 1	4,987 28.77	5,112 29.49	5,236 30.21	5,367 30.96	5,498 31.72	5,636 32.52	5,773 33.31	5,916 34.13	6,062 34.97	Monthly Hourly
5250	ENGINEERING TECHNICIAN II	PEU, Local 1	5,391 31.10	5,526 31.88	5,661 32.66	5,803 33.48	5,944 34.29	6,093 35.15	6,241 36.01	6,397 36.91	6,553 37.81	Monthly Hourly
5295	ENGINEERING TECHNICIAN III	PEU, Local 1	6,210 35.83	6,365 36.72	6,520 37.62	6,683 38.56	6,846 39.50	7,017 40.48	7,188 41.47	7,368 42.51	7,547 43.54	Monthly Hourly

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE FEBRUARY 10, 2024**

Public Employees Union, Local #1			EFFECTIVE 06/09/18 - NEW HIRES ONLY									
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5590	ENVIRONMENTAL COMPLIANCE INSPECTOR	PEU, Local 1	5,770 33.29	5,914 34.12	6,058 34.95	6,210 35.83	6,361 36.70	6,520 37.62	6,679 38.53	6,846 39.50	7,013 40.46	Monthly Hourly
5036	FIELD CUSTOMER SERVICE REP I	PEU, Local 1	3,491 20.14	3,579 20.65	3,666 21.15	3,758 21.68	3,849 22.21	3,945 22.76	4,041 23.31	4,142 23.90	4,243 24.48	Monthly Hourly
5083	FIELD CUSTOMER SERVICE REP II	PEU, Local 1	3,840 22.15	3,936 22.71	4,032 23.26	4,133 23.84	4,234 24.43	4,340 25.04	4,446 25.65	4,557 26.29	4,668 26.93	Monthly Hourly
5246	INFORMATION SYSTEMS TECHNICIAN	PEU, Local 1	5,448 31.43	5,584 32.22	5,720 33.00	5,863 33.83	6,006 34.65	6,156 35.52	6,306 36.38	6,464 37.29	6,622 38.20	Monthly Hourly
5260	INFORMATION SYSTEMS TECHNICIAN II	PEU, Local 1	5,994 34.58	6,144 35.45	6,294 36.31	6,452 37.22	6,609 38.13	6,774 39.08	6,939 40.03	7,111 41.03	7,286 42.03	Monthly Hourly
5281	INSTRUMENTATION TECHNICIAN I	PEU, Local 1	5,852 33.76	5,999 34.61	6,145 35.45	6,299 36.34	6,452 37.22	6,614 38.16	6,775 39.09	6,944 40.06	7,113 41.04	Monthly Hourly
5282	INSTRUMENTATION TECHNICIAN II	PEU, Local 1	6,437 37.14	6,598 38.07	6,759 38.99	6,928 39.97	7,097 40.94	7,275 41.97	7,452 42.99	7,638 44.07	7,825 45.14	Monthly Hourly
5283	INSTRUMENTATION TECHNICIAN III	PEU, Local 1	7,081 40.85	7,258 41.87	7,435 42.89	7,621 43.97	7,807 45.04	8,002 46.17	8,197 47.29	8,402 48.47	8,607 49.66	Monthly Hourly
5110	KENNEL ATTENDANT I	PEU, Local 1	3,614 20.85	3,705 21.38	3,795 21.89	3,890 22.44	3,985 22.99	4,085 23.57	4,184 24.14	4,290 24.75	4,393 25.35	Monthly Hourly
5111	KENNEL ATTENDANT II	PEU, Local 1	3,975 22.93	4,075 23.51	4,174 24.08	4,279 24.69	4,383 25.29	4,493 25.92	4,602 26.55	4,717 27.21	4,833 27.88	Monthly Hourly
5530	LABORATORY ANALYST I	PEU, Local 1	5,567 32.12	5,706 32.92	5,845 33.72	5,991 34.56	6,137 35.41	6,291 36.29	6,444 37.18	6,606 38.11	6,768 39.04	Monthly Hourly
5581	LABORATORY ANALYST II	PEU, Local 1	6,124 35.33	6,277 36.21	6,430 37.10	6,591 38.03	6,751 38.95	6,920 39.92	7,089 40.90	7,266 41.92	7,444 42.95	Monthly Hourly
5064	LABORATORY ASSISTANT	PEU, Local 1	4,841 27.93	4,962 28.63	5,083 29.33	5,210 30.06	5,337 30.79	5,471 31.56	5,604 32.33	5,745 33.14	5,885 33.95	Monthly Hourly
5220	MECHANIC	PEU, Local 1	4,750 27.40	4,869 28.09	4,988 28.78	5,113 29.50	5,237 30.21	5,368 30.97	5,499 31.73	5,637 32.52	5,774 33.31	Monthly Hourly
5225	MECHANIC-LEAD	PEU, Local 1	5,226 30.15	5,357 30.91	5,487 31.66	5,624 32.45	5,761 33.24	5,905 34.07	6,049 34.90	6,199 35.76	6,351 36.64	Monthly Hourly

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE FEBRUARY 10, 2024**

Public Employees Union, Local #1			EFFECTIVE 06/09/18 - NEW HIRES ONLY									
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS									
			1	2	3	4	5	6	7	8	9	
5063	PARK MAINTENANCE WORKER I	PEU, Local 1	3,902 22.51	4,000 23.08	4,097 23.64	4,200 24.23	4,302 24.82	4,410 25.44	4,517 26.06	4,630 26.71	4,743 27.36	Monthly Hourly
5122	PARK MAINTENANCE WORKER II	PEU, Local 1	4,291 24.76	4,399 25.38	4,506 26.00	4,619 26.65	4,731 27.29	4,850 27.98	4,968 28.66	5,092 29.38	5,216 30.09	Monthly Hourly
5200	PARK MAINTENANCE WORKER III	PEU, Local 1	4,721 27.24	4,839 27.92	4,957 28.60	5,081 29.31	5,205 30.03	5,335 30.78	5,465 31.53	5,601 32.31	5,738 33.10	Monthly Hourly
5245	PLANNER-ASSISTANT	PEU, Local 1	5,742 33.13	5,886 33.96	6,029 34.78	6,180 35.65	6,330 36.52	6,489 37.44	6,647 38.35	6,813 39.31	6,979 40.26	Monthly Hourly
5255	PLANS EXAMINER I	PEU, Local 1	5,801 33.47	5,946 34.30	6,091 35.14	6,244 36.02	6,396 36.90	6,556 37.82	6,716 38.75	6,884 39.72	7,052 40.68	Monthly Hourly
5256	PLANS EXAMINER II	PEU, Local 1	6,381 36.81	6,541 37.74	6,700 38.65	6,868 39.62	7,035 40.59	7,211 41.60	7,387 42.62	7,572 43.68	7,757 44.75	Monthly Hourly
5140	PLANT MAINTENANCE MECHANIC	PEU, Local 1	5,656 32.63	5,798 33.45	5,939 34.26	6,088 35.12	6,236 35.98	6,392 36.88	6,548 37.78	6,712 38.72	6,876 39.67	Monthly Hourly
5221	PLANT MAINTENANCE MECHANIC -SENIOR	PEU, Local 1	6,222 35.90	6,378 36.80	6,533 37.69	6,697 38.64	6,860 39.58	7,032 40.57	7,203 41.56	7,383 42.59	7,563 43.63	Monthly Hourly
5061	PUBLIC WORKS MAINTENANCE WORKER I	PEU, Local 1	3,902 22.51	4,000 23.08	4,097 23.64	4,200 24.23	4,302 24.82	4,410 25.44	4,517 26.06	4,630 26.71	4,743 27.36	Monthly Hourly
5120	PUBLIC WORKS MAINTENANCE WORKER II	PEU, Local 1	4,291 24.76	4,399 25.38	4,506 26.00	4,619 26.65	4,731 27.29	4,850 27.98	4,968 28.66	5,092 29.38	5,216 30.09	Monthly Hourly
5150	PUBLIC WORKS MAINTENANCE WORKER III	PEU, Local 1	4,721 27.24	4,839 27.92	4,957 28.60	5,081 29.31	5,205 30.03	5,335 30.78	5,465 31.53	5,601 32.31	5,738 33.10	Monthly Hourly
5080	RECREATION COORDINATOR	PEU, Local 1	4,280 24.69	4,387 25.31	4,494 25.93	4,607 26.58	4,719 27.23	4,837 27.91	4,955 28.59	5,078 29.30	5,202 30.01	Monthly Hourly
5117	REGISTERED VETERINARY TECH	PEU, Local 1	4,373 25.23	4,483 25.86	4,592 26.49	4,707 27.16	4,822 27.82	4,943 28.52	5,063 29.21	5,189 29.94	5,316 30.67	Monthly Hourly
5540	QUALITY ASSURANCE OFFICER	PEU, Local 1	6,583 37.98	6,748 38.93	6,912 39.88	7,085 40.88	7,258 41.87	7,440 42.92	7,621 43.97	7,811 45.06	8,002 46.16	Monthly Hourly

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE FEBRUARY 10, 2024**

Public Employees Union, Local #1			EFFECTIVE 06/09/18 - NEW HIRES ONLY										
JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS										
			1	2	3	4	5	6	7	8	9		
5058	UTILITIES TREATMENT PLANT MAINTENANCE WORKER I	PEU, Local 1	3,902 22.51	4,000 23.08	4,097 23.64	4,200 24.23	4,302 24.82	4,410 25.44	4,517 26.06	4,630 26.71	4,743 27.36	Monthly Hourly	
5118	UTILITIES TREATMENT PLANT MAINTENANCE WORKER II	PEU, Local 1	4,291 24.76	4,399 25.38	4,506 26.00	4,619 26.65	4,731 27.29	4,850 27.98	4,968 28.66	5,092 29.38	5,216 30.09	Monthly Hourly	
5236	WASTEWATER COLLECTIONS MAINTENANCE WORKER I	PEU, Local 1	4,271 24.64	4,378 25.26	4,485 25.88	4,597 26.52	4,709 27.17	4,827 27.85	4,944 28.52	5,068 29.24	5,191 29.95	Monthly Hourly	
5237	WASTEWATER COLLECTIONS MAINTENANCE WORKER II	PEU, Local 1	5,125 29.57	5,253 30.31	5,381 31.04	5,516 31.82	5,650 32.60	5,791 33.41	5,932 34.22	6,079 35.07	6,229 35.94	Monthly Hourly	
5238	WASTEWATER COLLECTIONS MAINTENANCE WORKER III	PEU, Local 1	5,770 33.29	5,914 34.12	6,058 34.95	6,210 35.83	6,361 36.70	6,520 37.62	6,679 38.53	6,846 39.50	7,013 40.46	Monthly Hourly	
5166	WASTEWATER TREATMENT FACILITY OP. TRAINEE/I	PEU, Local 1	6,198 35.76	6,353 36.65	6,508 37.55	6,671 38.49	6,833 39.42	7,004 40.41	7,175 41.39	7,355 42.43	7,535 43.47	Monthly Hourly	
5235	WASTEWATER TREATMENT FACILITY OP. II	PEU, Local 1	6,820 39.35	6,991 40.33	7,161 41.31	7,340 42.35	7,519 43.38	7,707 44.46	7,895 45.55	8,092 46.68	8,288 47.82	Monthly Hourly	
5293	WASTEWATER TREATMENT FACILITY OP. III	PEU, Local 1	7,501 43.28	7,689 44.36	7,876 45.44	8,073 46.58	8,270 47.71	8,477 48.91	8,683 50.09	8,900 51.35	9,118 52.60	Monthly Hourly	
5284	WATER DISTRIBUTION OPERATOR I	PEU, Local 1	5,142 29.67	5,271 30.41	5,399 31.15	5,534 31.93	5,669 32.71	5,811 33.53	5,952 34.34	6,101 35.20	6,249 36.05	Monthly Hourly	
5286	WATER DISTRIBUTION OPERATOR II	PEU, Local 1	5,655 32.63	5,797 33.44	5,938 34.26	6,087 35.12	6,235 35.97	6,391 36.87	6,547 37.77	6,710 38.71	6,874 39.66	Monthly Hourly	
5287	WATER DISTRIBUTION OPERATOR III	PEU, Local 1	6,504 37.52	6,667 38.46	6,829 39.40	7,000 40.38	7,170 41.37	7,350 42.40	7,529 43.44	7,717 44.52	7,905 45.60	Monthly Hourly	
5131	WATER TREATMENT PLANT OPER.TRAINEE	PEU, Local 1	5,634 32.50	5,775 33.32	5,916 34.13	6,064 34.98	6,212 35.84	6,368 36.74	6,523 37.63	6,686 38.57	6,850 39.52	Monthly Hourly	
5180	WATER TREATMENT PLANT OPERATOR II	PEU, Local 1	6,198 35.76	6,353 36.65	6,508 37.55	6,671 38.49	6,833 39.42	7,004 40.41	7,175 41.39	7,355 42.43	7,535 43.47	Monthly Hourly	
5230	WATER TREATMENT PLANT OPERATOR III	PEU, Local 1	6,819 39.34	6,990 40.33	7,160 41.31	7,339 42.34	7,518 43.37	7,706 44.46	7,894 45.54	8,091 46.68	8,288 47.82	Monthly Hourly	
5291	WATER TREATMENT PLANT OPERATOR IV	PEU, Local 1	7,501 43.28	7,689 44.36	7,876 45.44	8,073 46.58	8,270 47.71	8,477 48.91	8,683 50.09	8,900 51.35	9,118 52.60	Monthly Hourly	

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE FEBRUARY 10, 2024**

Public Employees Union, Local #1

EFFECTIVE 06/09/18 - NEW HIRES ONLY

Pensionable Compensation for New Members (PEPRA)

MOU Article 13.1 - Bilingual Pay

Employees in classifications who are proficient in speaking a foreign language will receive Bilingual Pay in the amount of 2.5% of the base rate of pay.

MOU Article 17 - Certificate Pay

Employees in the Parks Division or in the Utilities Treatment Plant Maintenance Workers who possess a Qualified Pesticide Applicator's Certificate will receive 1.5% of their base rate of pay.

Employees in the Parks Division who possess a Pool Operations Certificate will receive 1.5% of their base rate of pay

Employees in the Community Services Department who possess a Certified Playground Safety Inspector Certificate will receive 1.5% of their base rate of pay

Employees in the following divisions: Water Distribution, Wastewater Collections, Utilities, Fleet, Streets, Parks Maintenance, and Recreation who drive the bus and possess a valid California Driver's License with a passenger endorsement receive Special Class Driver's License Pay of one and a half percent (1.5%) of their base rate of pay

MOU Article 18 - Shift Differential

A shift differential of five percent (5%) of their base rate of pay shall be paid to plant operators who are assigned to work from 7:00 p.m. to 7:00 a.m.

CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JANUARY 1, 2024

Part-Time, Extra Help, Limited Term and At-Will Contract Employees

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS				
			1	2	3	4	5
0110*	Intern Worker		18.68	19.61	20.59	21.62	22.70
4002	Park Maintenance Worker (Temp)		22.23	23.35	24.51	25.74	27.02
4000	Public Works Maintenance Worker (Temp)		22.23	23.35	24.51	25.74	27.02
4125	Water/Wastewater Operator-in-Training		22.23	23.35	24.51	25.74	27.02
2030*	Reserve Police Officer (Level I) - see notes 1 & 2		20.83				
0	Reserve Police Officer (Level Ia) - see notes 1,2&3		32.05				
2020*	Reserve Police Officer (Level II) - see notes 1 & 2		16.67				
2010*	Relief Public Safety Dispatcher		23.77				
300	Police Officer Trainee		16.20				
0200*	Recreation Worker		16.00		TO		50.00
	(Sub Classifications)						
*	Recreation Leader I		16.00	16.46	17.28		
*	Recreation Leader II		17.28	18.14	19.05		
*	Recreation Leader III		19.05	20.00	21.00		
*	Recreation Specialist I		16.00		TO		25.00
*	Recreation Specialist II		25.00		TO		50.00
*	Lifeguard/Instructor I		17.28	18.14	19.05	20.00	21.00
*	Lifeguard/Instructor II		21.00	22.05	23.15	24.31	25.53
4116	Veterinary Assistant		21	22	23	24	25
3410**	Fire Recruit		20.40				
3310	Fire Recruit - 40 hour work week		28.56				

1/ Reserves must serve a minimum of 16 hours per month reserve service.

2/ City purchases safety equipment and uniforms (except for regular employees who receive a uniform allowance). Shirts, ties, hats, and badge only are purchased.

3/ The Reserve Police Officer would only receive the higher pay after he/she has completed the Field Training Program, has already worked his/her mandatory sixteen hours per month, and is covering a shift or partial shift for a regular full-time Officer.

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

** Indicates classifications whose hourly rates are computed on the basis of an average 56 hour duty week.

Effective date for minimum wage increases are based on the work date, not the pay date.

EMPLOYEE BARGAINING GROUPS

CON - Confidential
 PEU, Local 1 - General Employees
 DH - Department Head
 MM - Middle Manager
 FM - Fire Management
 FLM - 1st Level Manager
 PD - Police Department
 FIRE - Fire Department
 PFLM - Police First Level Managers
 PMM - Police Mid Managers

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JANUARY 1, 2022**

Elected Officials

JCN	CLASSIFICATION	Bargaining Group	1	SALARY STEPS		4	5
0011	City Council						7,200 Yearly 600.00 Monthly
0800	City Treasurer						900 Yearly 75.00 Monthly
0890	City Clerk						900 Yearly 75.00 Monthly