

The City of Yuba City and the Mid-Managers Unit  
Side Letter of Agreement to the  
July 1, 2023 through June 25, 2027 MOU

The City of Yuba City ("City") and the Mid-Managers Unit ("Mid-Managers") have met and conferred in good faith pursuant to the requirements of the Meyers-Milias-Brown Act to this side letter amending their Memorandum of Understanding ("MOU"), with a current term of July 1, 2023 through June 25, 2027 as set forth below. This side letter of Agreement describes the Parties' full and complete agreement to amend that MOU by adding the language as set forth below.

Appendix "A" – Represented Classifications

The Mid-Managers Unit represents the following classifications:

Accounting Manager  
Administrative Analyst III  
Animal Services Manager  
Chief Building Official  
City Clerk Administrator  
Deputy Director of Development Services  
Deputy Public Works Director – Engineering  
Deputy Public Works Director – Maintenance  
Deputy Public Works Director – Utilities  
Division Fire Chief  
Engineer-Senior Civil  
Environmental Compliance Manager  
Information Security Administrator  
Information Technology Manager  
Park Maintenance Manager  
Parks and Grounds Superintendent  
Planner-Senior  
Planning Manager  
Project Manager  
Public Works Maintenance Superintendent  
Recreation Manager

Appendix "B" – 5 Step Salary Schedule  
Attached

Appendix "C" – 9 Step Salary Schedule.  
Attached

All other provisions of the MOU between the City and the Mid-Managers shall remain unchanged.

Date: Jan 19, 2024

CITY OF YUBA CITY

*Diana Langley*  
Diana Langley (Jan 19, 2024 17:15 PST)  
Diana Langley, City Manager

Date: Jan 11, 2024

Mid-Managers

*Ciara Wakefield*  
Ciara Wakefield (Jan 11, 2024 08:57 PST)

Ciara Wakefield

*Phillip Marler*  
Phillip Marler (Jan 10, 2024 17:02 PST)

Phil Marler

*Katherine Willis*  
Katherine Willis (Jan 10, 2024 14:24 PST)

Kathy Willis

*Scott Chandler*  
Scott Chandler

# Appendix "B" - 5 Step Salary Schedule

1/10/2024 1:24 PM

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

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

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

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).

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            |

# Appendix "C" - 9 Step Salary Schedule

1/10/2024 1:25 PM

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

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

**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            |