

Yuba City and PSMM
Side Letter of Agreement to the
2021-2023 MOU

The City of Yuba City ("City") and Yuba City Police Sworn Mid-Managers (PSMM) have met and conferred in good faith pursuant to the requirements of the Meyers-Milias-Brown Act to amend provisions of their Memorandum of Understanding ("MOU"), including applicable side letters, with a current term of July 1, 2021, through June 30, 2023. This side letter of Agreement describes the Parties' full and complete agreement to amend that MOU.

The Parties have agreed to replace Article 2 of the MOU as follows:

Article 2 – Salary

1. Salary Schedules

Employees shall be on a five (5) step salary schedule as reflected in Appendix "B" to this Agreement.

2. Salary Increases

Effective the first full pay period in July 2022, all classifications shall receive a cost of living increase of eight percent (8.0%) salary increase.

In addition, effective July 2, 2022, the below classifications will receive equity adjustments as follows:

Classification	Equity Adjustment
Police Commander	6.50%
Police Lieutenant	5.25%

Equity increases are cumulative with the cost of living increase and not compounded.

Effective July 2, 2022, the Assistant Police Chief will be benchmarked at five percent (5%) above the top step of the Police Commander.

3. Bilingual Pay

Employees who are proficient in speaking a foreign language will receive a one hundred dollar (\$100.00) per month bilingual pay incentive. 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 Police Sworn Mid-Management

Association.

4. Education Incentive

Employees who possess a Master's Degree in a work-related field (as determined and approved by the Chief of Police), OR who have successfully completed the FBI National Academy will receive an education incentive of two and a half percent (2.5%) of base salary. The maximum education incentive is limited to two and a half percent (2.5%) of base salary.

Date: 7/7/22

Date: 6/7/2022

City of Yuba City

Police Sworn Mid-Managers

Diana Langley
Diana Langley, City Manager

Timothy K. Talbot
Timothy K. Talbot
Rains Lucia Stern

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

Sam Escherman
Sam Escherman