

Yuba City and Yuba City Police Officers' Association (POA)
Side Letter of Agreement to the
2021-2023 POA MOU

The City of Yuba City (City) and Yuba City Police Officers' Association (POA) 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. This Side letter replaces Article 3 Section 6 Education Incentive as follows:

6. Educational Incentive

6.1 Sworn employees receive educational incentives as follows:

- AA or AS degree 2.5%
- BA or BS degree 7.5%
- POST Intermediate Certificate 2.5%
- POST Advanced Certificate 7.5%

Education incentive pay for all sworn personnel who possess an Advanced POST certificate shall receive 5% incentive pay, and the cap for employees with an Advanced POST certificate shall be increased to 10%. Degrees must be from a regionally accredited institution.

6.2 Non-sworn employees' educational incentives

Employees who possess an Associate's degree receive two and a half percent (2.5%) of their base hourly rate of pay.

or

Employees who possess a Bachelor's degree receive five percent (5%) of their base hourly rate of pay.

Degrees must be from a regionally accredited institution.

6.3 Dispatch POST Incentives:

Dispatchers who possess a POST Public Safety Dispatch Intermediate Certificate receive POST Certificate pay of two and a half percent (2.5%) of their base hourly rate of pay.

Dispatchers who possess a POST Public Safety Dispatch Advanced receive a POST Certificate pay of two and a half percent (2.5%) of their base hourly rate of pay.

The cumulative maximum for any combination of POST and education incentive pay under this Section is seven and a half percent (7.5%) of base hourly rate.

The above sections and language revisions are the only amendments to the current Memorandum of Understanding (MOU). This Side Letter Agreement does not change, modify, or otherwise alter any other terms or conditions of the current MOU between the City of Yuba City and the Yuba City Police Officers' Association (POA).

Date: June 2, 2023

Date: May 9, 2023

City of Yuba City

POA

Diana Langley
Diana Langley, City Manager

Michael Gwinnup
Michael Gwinnup, President

Michael W. Jarvis
Michael W. Jarvis, LCW

Timothy K. Talbot
Timothy K. Talbot, RLS