

SIDE LETTER AGREEMENT BETWEEN THE CITY OF NEVADA CITY AND THE
NEVADA CITY MISCELLANEOUS EMPLOYEES

Pursuant to the provisions of the Meyers-Milias-Brown Act (“MMBA”), this Side Letter Agreement (“Agreement”) is entered into on January 11, 2023, between the City of Nevada City (“City”) and the Nevada City Miscellaneous Employees (“Employees”) to modify and clarify understanding and interpretation of the memorandum of understanding (“MOU”) covering the July 1, 2022 through June 30, 2025 term. The specific provisions contained in this Agreement shall supersede any conflicting prior oral or written agreements, including the MOU, regarding the matters contained in this Agreement. Except as otherwise provided in this Agreement, the remainder of the MOU and other terms and conditions of employment, including agreements regarding wages and hours, shall remain in full force and effect.

Currently Article 1: Recognition, of the MOU states:

Pursuant to the provisions of the City of Nevada City Employee - Employer Relations Resolution No. 2008-25 and the Meyers-Milias-Brown Act, Government Code Section 3500, et seq., the City of Nevada City (hereinafter called the "City" and "Employer" interchangeably), has recognized the Nevada City Miscellaneous Employees Association (hereinafter called the "Association") as the exclusive recognized bargaining agent for the employees in the Non-exempt Employees Unit for the purpose of establishing salaries, wages, hours and working conditions.

The Nevada City Miscellaneous Employees Association shall be the exclusive representative for the following classifications:

- Accounting Technician
- Community Services Officer / Code Enforcement
- Customer Service Representative
- Maintenance Worker I
- Maintenance Worker II
- Records Clerk
- Wastewater/Water Operator-In-Training (OIT)
- Wastewater/Water Operator II

The City and the Association have met and conferred in good faith concerning the terms and conditions of this Agreement and its implementation and now therefore agree to revise Article 1 of the MOU to the following:

Pursuant to the provisions of the City of Nevada City Employee - Employer Relations Resolution No. 2008-25 and the Meyers-Milias-Brown Act, Government Code Section 3500, et seq., the City of Nevada City (hereinafter called the "City" and "Employer" interchangeably), has recognized the Nevada City Miscellaneous Employees Association (hereinafter called the "Association") as the exclusive recognized bargaining agent for the employees in the Non-exempt Employees Unit for the purpose of establishing salaries, wages, hours and working conditions.

The Nevada City Miscellaneous Employees Association shall be the exclusive representative for the following classifications:

- Accounting Technician
- Community Services Officer / Code Enforcement
- Customer Service Representative
- Maintenance Worker I
- Maintenance Worker II
- Parking Enforcement Officer
- Plant Maintenance Mechanic
- Records Clerk
- Wastewater/Water Operator-In-Training (OIT)
- Wastewater/Water Operator II

Currently Article 23: Licenses / Certificates Incentive Pay, of the MOU states:

The City shall establish one 1.25% special certificate pay incentive and one 2.5% special certificate pay incentive pay per classification by January 1, 2023. The maximum total incentive pay for special certificate pay is 3.75%.

Employees who possess a distribution, wastewater treatment and/or a water treatment certificate greater than what is required for their current position shall receive an additional 2.5% above their base pay for each certificate. Employees who receive the incentive that are promoted into a position that requires the certificate are no longer eligible to receive the 5%, as they are compensated for the certificate as part of the salary for that position. The maximum total incentive pay for a distribution, wastewater treatment and/or a water treatment certificate shall not exceed 5%.

Employees may not receive certificate pay in the same fiscal year that tuition reimbursement is used for the same classes.

The City and the Association have met and conferred in good faith concerning the terms and conditions of this Agreement and its implementation and now therefore agree to revise Article 23 of the MOU to the following:

Employees who possess one or more of the following certifications shall receive an additional 1.25% above their base pay:

- CPR and First Aid Certification
- CPR and First Aid Instructor Certification
- Any certification identified at the 2.5% level that is not receiving certification pay

Employees who possess one or more of the following certifications (by job title grouping) shall receive an additional 2.5% above their base pay:

Customer Service Representative & Accounting Technician

1. Certificate of Achievement in Accounting
2. Certificate of Achievement in Business, Public Administration, or Management
3. Customer Service Certificate Program (AWWA)
4. Customer Service Academy

Community Services Officer / Code Enforcement, Parking Enforcement, & Records Clerk

1. Certificate of Achievement in Administration of Justice
2. Any level POST Professional Peace Officer Certificate
3. POST Records Management Course
4. Any module level or Certified Code Enforcement Officer from CACEO

Maintenance Worker I & II

1. Contractor's license, Certified Electrical Worker, Irrigation Worker, Mechanic, HVAC Worker, or Journeyman certificate in any trade
2. Commercial Class B or Class A driver's license
3. Storm Water Certification, Collections, Distribution Grade 3 or higher, or Backflow Prevention / Cross Connection Tester's Certificate
4. Pipeline/Lateral/Manhole inspection certification (PACP/LACP & MACP) or Utility line locator certification.

Wastewater/Water Operator-In-Training (OIT), Plant Maintenance Mechanic, & Wastewater/Water Operator II

1. Certified Electrical Worker, plumber, or Mechanic, or Journeyman certificate
2. Commercial Class B or Class A driver's license
3. Storm Water Certification, Collections, or Distribution Grade 2 or higher
4. Backflow Prevention / Cross Connection Tester's Certificate, or Laboratory Grade 1 or higher

Certifications applicable to the above certification pay must be current. The maximum total pay for the above certifications shall not exceed 3.75%.

Employees who possess a distribution, wastewater treatment and/or a water treatment certificate greater than what is required for their current position shall receive an additional 2.5% above their base pay for each certificate. Employees who receive the incentive that are promoted into a position that requires the certificate are no longer eligible to receive the 5%, as they are compensated for the certificate as part of the salary for that position. The maximum total incentive pay for a distribution, wastewater treatment and/or a water treatment certificate shall not exceed 5%.

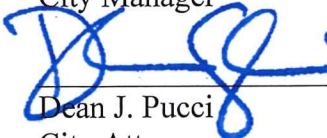
Employees may not receive certificate pay in the same fiscal year that tuition reimbursement is used for the same classes.

CITY OF NEVADA CITY



Sean Grayson
City Manager

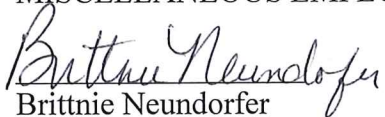
1/20/23
Date



Dean J. Pucci
City Attorney


1/20/23
Date

MISCELLANEOUS EMPLOYEES



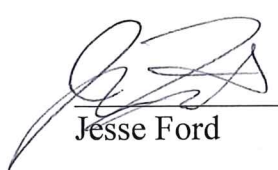
Brittnie Neundorfer

1/20/23
Date



Brandon Pierce

1-20-2023
Date



Jesse Ford

1/20/23
Date