
CITY OF NEVADA CITY
SIDE LETTER NO. 4 TO MEMORANDUM OF UNDERSTANDING

TO: Catrina Olson, City Manager

FROM: Josephine Hodges, Police Records Coordinator

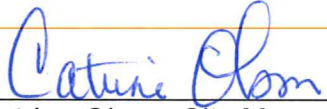
SUBJECT: Amendment No. 4 to the Nevada City Miscellaneous Employee's Association Memorandum of Understanding dated July 1, 2018 through June 30th, 2021.

EFFECTIVE DATE: June 13, 2020 - July 1, 2021

Parties to this agreement are the City of Nevada City (City) and the Nevada City Miscellaneous Employee's Association.


The current Memorandum of Understanding (MOU) dated July 1, 2018 through June 30th, 2021 states that parties agreed to reopen for salary only for fiscal year 2020-2021 and would be effective the first pay period of FY 20/21. Due to the COVID-19 pandemic, the City has declared a fiscal emergency and has frozen all step raises as well as any and all cost of living increases Citywide, and therefore will rescind and replace the salary schedule for the Memorandum of Understanding between the City of Nevada City and the Nevada City Miscellaneous Employee's Association dated July 1, 2018 through June 30th, 2021 according to Exhibit A (attached).

The City has also agreed to conduct a mid-year fiscal review to determine the City's financial performance as compared to budget projections for a possible update to salary status (ie. whether to continue or lift the freeze or to possibly enact more extreme budget measures including possible furloughs).



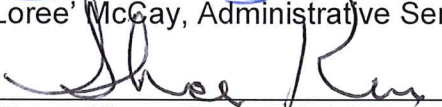
Catrina Olson, City Manager

6/26/20
Date



Loree McGay, Administrative Services Manager

6/25/20
Date



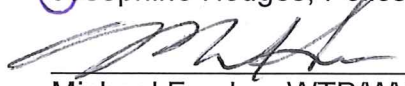
Shane Kinne, Senior Maintenance Worker

6-25/20
Date



Josephine Hodges, Police Records Coordinator

6-25-20
Date



Michael Faudoa, WTP/WWTP Operator II

6/26/2020
Date

Exhibit A

Accounting Technician

As of 7/1/17

	A	B	C	D	E
Monthly	\$ 3,612	\$ 3,794	\$ 3,983	\$ 4,183	\$ 4,391
Hourly	\$ 20.84	\$ 21.89	\$ 22.98	\$ 24.13	\$ 25.33

Annual Range	
\$ 43,347	\$ 52,686

Effective PP including first check date in July 2018 (2.0%) COLA

	A	B	C	D	E
Monthly	\$ 3,685	\$ 3,869	\$ 4,063	\$ 4,266	\$ 4,479
Hourly	\$ 21.26	\$ 22.32	\$ 23.44	\$ 24.61	\$ 25.84

Annual Range	
\$ 44,221	\$ 53,747

Effective PP including first check date in July 2019 (2.5%) COLA

	A	B	C	D	E
Monthly	\$ 3,777	\$ 3,966	\$ 4,163	\$ 4,371	\$ 4,592
Hourly	\$ 21.79	\$ 22.88	\$ 24.02	\$ 25.22	\$ 26.49

Annual Range	
\$ 45,323	\$ 55,099

Effective PP including first check date in July 2020 (0%) COLA Freeze Steps

	A	B	C	D	E
Monthly	\$ 3,777	\$ 3,966	\$ 4,163	\$ 4,371	\$ 4,592
Hourly	\$ 21.79	\$ 22.88	\$ 24.02	\$ 25.22	\$ 26.49

Annual Range	
\$ 45,323	\$ 55,099

Administrative Services Analyst

As of 7/1/17

	A	B	C	D	E
Monthly	\$ 4,411	\$ 4,631	\$ 4,864	\$ 5,106	\$ 5,361
Hourly	\$ 25.45	\$ 26.72	\$ 28.06	\$ 29.46	\$ 30.93

Annual Range	
\$ 52,936	\$ 64,334

Effective PP including first check date in July 2018 (2.0%) COLA

	A	B	C	D	E
Monthly	\$ 4,500	\$ 4,725	\$ 4,961	\$ 5,209	\$ 5,469
Hourly	\$ 25.96	\$ 27.26	\$ 28.62	\$ 30.05	\$ 31.55

Annual Range	
\$ 53,997	\$ 65,624

Effective PP including first check date in July 2019 (2.5%) COLA

	A	B	C	D	E
Monthly	\$ 4,612	\$ 4,843	\$ 5,086	\$ 5,339	\$ 5,606
Hourly	\$ 26.61	\$ 27.94	\$ 29.34	\$ 30.80	\$ 32.34

Annual Range	
\$ 55,349	\$ 67,267

Effective PP including first check date in July 2020 (0%) COLA Freeze Steps

	A	B	C	D	E
Monthly	\$ 4,612	\$ 4,843	\$ 5,086	\$ 5,339	\$ 5,606
Hourly	\$ 26.61	\$ 27.94	\$ 29.34	\$ 30.80	\$ 32.34

Annual Range	
\$ 55,349	\$ 67,267

Administrative Services Technician

Effective PP including first check date in July 2018

	A	B	C	D	E
Monthly	\$ 4,054	\$ 4,257	\$ 4,470	\$ 4,693	\$ 4,928
Hourly	\$ 23.39	\$ 24.56	\$ 25.79	\$ 27.08	\$ 28.43

Annual Range	
\$ 48,648	\$ 59,136

Effective PP including first check date in July 2019 (2.5%) COLA

	A	B	C	D	E
Monthly	\$ 4,156	\$ 4,363	\$ 4,582	\$ 4,811	\$ 5,051
Hourly	\$ 23.97	\$ 25.17	\$ 26.43	\$ 27.75	\$ 29.14

Annual Range	
\$ 49,872	\$ 60,612

Effective PP including first check date in July 2020 (0%) COLA Freeze Steps

	A	B	C	D	E
Monthly	\$ 4,156	\$ 4,363	\$ 4,582	\$ 4,811	\$ 5,051
Hourly	\$ 23.97	\$ 25.17	\$ 26.43	\$ 27.75	\$ 29.14

Annual Range	
\$ 49,872	\$ 60,612

Customer Service Representative

As of 7/1/17

	A	B	C	D	E
Monthly	\$ 3,357	\$ 3,526	\$ 3,701	\$ 3,886	\$ 4,080
Hourly	\$ 19.37	\$ 20.34	\$ 21.35	\$ 22.42	\$ 23.54

Annual Range	
\$ 40,290	\$ 48,963

Effective PP including first check date in July 2018 (2.0%) COLA

	A	B	C	D	E
Monthly	\$ 3,425	\$ 3,597	\$ 3,775	\$ 3,964	\$ 4,163
Hourly	\$ 19.76	\$ 20.75	\$ 21.78	\$ 22.87	\$ 24.02

Annual Range	
\$ 41,101	\$ 49,962

Effective PP including first check date in July 2019 (2.5%) COLA

	A	B	C	D	E
Monthly	\$ 3,510	\$ 3,685	\$ 3,871	\$ 4,063	\$ 4,266
Hourly	\$ 20.25	\$ 21.26	\$ 22.33	\$ 23.44	\$ 24.61

Annual Range	
\$ 42,120	\$ 51,193

Effective PP including first check date in July 2020 (0%) COLA Freeze Steps

	A	B	C	D	E
Monthly	\$ 3,510	\$ 3,686	\$ 3,870	\$ 4,063	\$ 4,266
Hourly	\$ 20.25	\$ 21.26	\$ 22.33	\$ 23.44	\$ 24.61

Annual Range	
\$ 42,120	\$ 51,197

Code Compliance Officer

Effective PP including first check date in July 2019 (2.5%) COLA

	A	B	C	D	E
Monthly	\$ 3,229	\$ 3,391	\$ 3,560	\$ 3,738	\$ 3,925
Hourly	\$ 18.63	\$ 19.56	\$ 20.54	\$ 21.57	\$ 22.64

Annual Range	
\$ 38,748	\$ 47,100

Effective PP including first check date in July 2020 (0%) COLA Freeze Steps

	A	B	C	D	E
Monthly	\$ 3,229	\$ 3,391	\$ 3,560	\$ 3,738	\$ 3,925
Hourly	\$ 18.63	\$ 19.56	\$ 20.54	\$ 21.57	\$ 22.64

Annual Range	
\$ 38,748	\$ 47,100

Community Services Officer II

As of 7/1/17

	A	B	C	D	E
Monthly	\$ 2,943	\$ 3,091	\$ 3,245	\$ 3,406	\$ 3,245
Hourly	\$ 16.98	\$ 17.83	\$ 18.72	\$ 19.65	\$ 18.72

Annual Range	
\$ 35,318	\$ 38,938

Effective PP including first check date in July 2018 (2.0%) COLA

	A	B	C	D	E
Monthly	\$ 3,002	\$ 3,151	\$ 3,309	\$ 3,475	\$ 3,649
Hourly	\$ 17.32	\$ 18.18	\$ 19.09	\$ 20.05	\$ 21.05

Annual Range	
\$ 36,026	\$ 43,784

Effective PP including first check date in July 2019 (2.5%) COLA

	A	B	C	D	E
Monthly	\$ 3,077	\$ 3,231	\$ 3,392	\$ 3,562	\$ 3,741
Hourly	\$ 17.75	\$ 18.64	\$ 19.57	\$ 20.55	\$ 21.58

Annual Range	
\$ 36,920	\$ 44,886

Effective PP including first check date in July 2020 (0%) COLA Freeze Steps

	A	B	C	D	E
Monthly	\$ 3,077	\$ 3,231	\$ 3,392	\$ 3,562	\$ 3,741
Hourly	\$ 17.75	\$ 18.64	\$ 19.57	\$ 20.55	\$ 21.58

Annual Range	
\$ 36,920	\$ 44,886

Dept of Public Works-Maintenance Worker I

As of 7/1/17

	A	B	C	D	E
Monthly	\$ 2,654	\$ 2,785	\$ 2,924	\$ 3,071	\$ 3,224
Hourly	\$ 15.31	\$ 16.07	\$ 16.87	\$ 17.72	\$ 18.60

Annual Range	
\$ 31,845	\$ 38,688

Effective PP including first check date in July 2018 (2.0%) COLA

	A	B	C	D	E
Monthly	\$ 2,706	\$ 2,841	\$ 2,983	\$ 3,132	\$ 3,290
Hourly	\$ 15.61	\$ 16.39	\$ 17.21	\$ 18.07	\$ 18.98

Annual Range	
\$ 32,469	\$ 39,478

Effective PP including first check date in July 2019 (2.5%) COLA

	A	B	C	D	E
Monthly	\$ 2,773	\$ 2,912	\$ 3,058	\$ 3,210	\$ 3,371
Hourly	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.45

Annual Range	
\$ 33,280	\$ 40,456

Effective PP including first check date in July 2020 (0%) COLA Freeze Steps

	A	B	C	D	E
Monthly	\$ 2,773	\$ 2,912	\$ 3,058	\$ 3,210	\$ 3,371
Hourly	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.45

Annual Range	
\$ 33,280	\$ 40,456

Dept of Public Works-Maintenance Worker II

As of 7/1/17

	A	B	C	D	E
Monthly	\$ 3,227	\$ 3,389	\$ 3,557	\$ 3,735	\$ 3,923
Hourly	\$ 18.62	\$ 19.55	\$ 20.52	\$ 21.55	\$ 22.63

Annual Range	
\$ 38,730	\$ 47,070

Effective PP including first check date in July 2018 (2.0%) COLA

	A	B	C	D	E
Monthly	\$ 3,292	\$ 3,456	\$ 3,628	\$ 3,810	\$ 4,001
Hourly	\$ 18.99	\$ 19.94	\$ 20.93	\$ 21.98	\$ 23.08

Annual Range	
\$ 39,499	\$ 48,006

Effective PP including first check date in July 2019 (2.5%) COLA

	A	B	C	D	E
Monthly	\$ 3,373	\$ 3,543	\$ 3,720	\$ 3,905	\$ 4,101
Hourly	\$ 19.46	\$ 20.44	\$ 21.46	\$ 22.53	\$ 23.66

Annual Range	
\$ 40,477	\$ 49,213

Effective PP including first check date in July 2020 (0%) COLA Freeze Steps

	A	B	C	D	E
Monthly	\$ 3,373	\$ 3,543	\$ 3,720	\$ 3,905	\$ 4,101
Hourly	\$ 19.46	\$ 20.44	\$ 21.46	\$ 22.53	\$ 23.66

Annual Range	
\$ 40,477	\$ 49,213

Dept of Public Works-Senior Maintenance Worker

As of 7/1/17

	A	B	C	D	E
Monthly	\$ 3,413	\$ 3,585	\$ 3,763	\$ 3,950	\$ 4,148
Hourly	\$ 19.69	\$ 20.68	\$ 21.71	\$ 22.79	\$ 23.93

Annual Range	
\$ 40,955	\$ 49,774

Effective PP including first check date in July 2018 (2.0%) COLA

	A	B	C	D	E
Monthly	\$ 3,481	\$ 3,656	\$ 3,838	\$ 4,030	\$ 4,231
Hourly	\$ 20.08	\$ 21.09	\$ 22.14	\$ 23.25	\$ 24.41

Annual Range	
\$ 41,766	\$ 50,773

Effective PP including first check date in July 2019 (2.5%) COLA

	A	B	C	D	E
Monthly	\$ 3,569	\$ 3,747	\$ 3,935	\$ 4,131	\$ 4,337
Hourly	\$ 20.59	\$ 21.62	\$ 22.70	\$ 23.83	\$ 25.02

Annual Range	
\$ 42,827	\$ 52,042

Effective PP including first check date in July 2020 (0%) COLA Freeze Steps

	A	B	C	D	E
Monthly	\$ 3,569	\$ 3,747	\$ 3,935	\$ 4,131	\$ 4,337
Hourly	\$ 20.59	\$ 21.62	\$ 22.70	\$ 23.83	\$ 25.02

Annual Range	
\$ 42,827	\$ 52,042

Police Records Coordinator

As of 7/1/17

	A	B	C	D	E
Monthly	\$ 3,144	\$ 3,302	\$ 3,467	\$ 3,640	\$ 3,822
Hourly	\$ 18.14	\$ 19.05	\$ 20.00	\$ 21.00	\$ 22.05

Annual Range	
\$ 37,731	\$ 45,864

Effective PP including first check date in July 2018 (2.0%) COLA

	A	B	C	D	E
Monthly	\$ 3,207	\$ 3,368	\$ 3,536	\$ 3,713	\$ 3,898
Hourly	\$ 18.50	\$ 19.43	\$ 20.40	\$ 21.42	\$ 22.49

Annual Range	
\$ 38,480	\$ 46,779

Effective PP including first check date in July 2019 (2.5%) COLA

	A	B	C	D	E
Monthly	\$ 3,288	\$ 3,451	\$ 3,624	\$ 3,806	\$ 3,995
Hourly	\$ 18.97	\$ 19.91	\$ 20.91	\$ 21.96	\$ 23.05

Annual Range	
\$ 39,458	\$ 47,944

Effective PP including first check date in July 2020 (0%) COLA Freeze Steps

	A	B	C	D	E
Monthly	\$ 3,288	\$ 3,451	\$ 3,624	\$ 3,806	\$ 3,995
Hourly	\$ 18.97	\$ 19.91	\$ 20.91	\$ 21.96	\$ 23.05

Annual Range	
\$ 39,458	\$ 47,944

WTP/WWTP Operator in Training

Effective PP including first check date in July 2018 (2.0%) COLA

	A	B	C	D	E
Monthly	\$ 4,033	\$ 4,235	\$ 4,447	\$ 4,669	\$ 4,903
Hourly	\$ 23.27	\$ 24.43	\$ 25.66	\$ 26.94	\$ 28.28

Annual Range	
\$ 48,396	\$ 58,836

Effective PP including first check date in July 2019 (2.5%) COLA

	A	B	C	D	E
Monthly	\$ 4,134	\$ 4,341	\$ 4,558	\$ 4,786	\$ 5,025
Hourly	\$ 23.85	\$ 25.04	\$ 26.30	\$ 27.61	\$ 28.99

Annual Range	
\$ 49,608	\$ 60,300

Effective PP including first check date in July 2020 (0%) COLA Freeze Steps

	A	B	C	D	E
Monthly	\$ 4,134	\$ 4,341	\$ 4,558	\$ 4,786	\$ 5,025
Hourly	\$ 23.85	\$ 25.04	\$ 26.30	\$ 27.61	\$ 28.99

Annual Range	
\$ 49,608	\$ 60,300

Wastewater/Water Plant Operator Grade II

As of 7/1/17

	A	B	C	D	E
Monthly	\$ 4,517	\$ 4,744	\$ 4,980	\$ 5,229	\$ 5,491
Hourly	\$ 26.06	\$ 27.37	\$ 28.73	\$ 30.17	\$ 31.68

Annual Range	
\$ 54,205	\$ 65,894

Effective PP including first check date in July 2018 (2.0%) COLA

	A	B	C	D	E
Monthly	\$ 4,607	\$ 4,838	\$ 5,080	\$ 5,335	\$ 5,600
Hourly	\$ 26.58	\$ 27.91	\$ 29.31	\$ 30.78	\$ 32.31

Annual Range	
\$ 55,286	\$ 67,205

Effective PP including first check date in July 2019 (2.5%) COLA

	A	B	C	D	E
Monthly	\$ 4,723	\$ 4,959	\$ 5,207	\$ 5,467	\$ 5,741
Hourly	\$ 27.25	\$ 28.61	\$ 30.04	\$ 31.54	\$ 33.12

Annual Range	
\$ 56,680	\$ 68,890

Effective PP including first check date in July 2020 (0%) COLA Freeze Steps

	A	B	C	D	E
Monthly	\$ 4,723	\$ 4,959	\$ 5,207	\$ 5,467	\$ 5,741
Hourly	\$ 27.25	\$ 28.61	\$ 30.04	\$ 31.54	\$ 33.12

Annual Range	
\$ 56,680	\$ 68,890

Wastewater/Water Plant Operator Grade III - Lead

As of 7/1/17

	A	B	C	D	E
Monthly	\$ 4,872	\$ 5,115	\$ 5,372	\$ 5,640	\$ 5,923
Hourly	\$ 28.11	\$ 29.51	\$ 30.99	\$ 32.54	\$ 34.17

Annual Range	
\$ 58,469	\$ 71,074

Effective PP including first check date in July 2018 (2.0%) COLA

	A	B	C	D	E
Monthly	\$ 4,969	\$ 5,219	\$ 5,479	\$ 5,753	\$ 6,041
Hourly	\$ 28.67	\$ 30.11	\$ 31.61	\$ 33.19	\$ 34.85

Annual Range	
\$ 59,634	\$ 72,488

Effective PP including first check date in July 2019 (2.5%) COLA

	A	B	C	D	E
Monthly	\$ 5,094	\$ 5,349	\$ 5,616	\$ 5,897	\$ 6,191
Hourly	\$ 29.39	\$ 30.86	\$ 32.40	\$ 34.02	\$ 35.72

Annual Range	
\$ 61,131	\$ 74,298

Effective PP including first check date in July 2020 (0%) COLA Freeze Steps

	A	B	C	D	E
Monthly	\$ 5,094	\$ 5,349	\$ 5,616	\$ 5,897	\$ 6,191
Hourly	\$ 29.39	\$ 30.86	\$ 32.40	\$ 34.02	\$ 35.72

Annual Range	
\$ 61,131	\$ 74,298