
CITY OF NEVADA CITY
SIDE LETTER NO. 5 TO MEMORANDUM OF UNDERSTANDING

TO: Catrina Olson, City Manager

FROM: Tim Ewing, Police Officer – Nevada City Police Officer Association (NCPOA) President

SUBJECT: Amendment No. 5 to the Nevada City Police Officers Association Memorandum of Understanding (MOU) – Including one year extension of MOU agreement effective July 1, 2017 through June 30, 2020 and attached salary schedule

EFFECTIVE DATE: June 13, 2020 – June 30, 2021

Parties to this agreement are the City of Nevada City (City) and Nevada City Police Officers Association (NCPOA)

The MOU agreement effective July 1, 2017 through June 30, 2020 between the City of Nevada City and the Nevada City Police Officers Association is set to expire June 30, 2020. Amendment No. 5 to the NCPOA MOU would extend the agreement for one year until June 30, 2021.

Due to the COVID-19 pandemic, the City has declared a fiscal emergency and has frozen all step increases 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 Police Officers Association dated July 1, 2017 through June 30, 2020 according to Exhibit A, and including a salary schedule for FY 20/21 (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 such as furloughs).



Catrina Olson, City Manager

6/26/20
Date



Loree' McCay, Administrative Services Manager

6/24/20
Date



Timothy Ewing, Police Officer

6/28/2020
Date



Sean Mason, Police Officer

6-28-2020
Date

Exhibit A

Police Officer

As of 7/1/17

| | A | B | C | D | E | F |
|---------|----------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,215 | \$ 4,425 | \$ 4,647 | \$ 4,879 | \$ 5,125 | \$ 5,382 |
| Hourly | \$ 24.32 | \$ 25.53 | \$ 26.81 | \$ 28.15 | \$ 29.57 | \$ 31.05 |

| Annual Range | |
|--------------|-----------|
| \$ 50,586 | \$ 61,506 |

Effective PP including first check date in July 2018 (4.0%) COLA

| | A | B | C | D | E | F |
|---------|----------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,384 | \$ 4,602 | \$ 4,833 | \$ 5,073 | \$ 5,327 | \$ 5,593 |
| Hourly | \$ 25.29 | \$ 26.55 | \$ 27.88 | \$ 29.27 | \$ 30.73 | \$ 32.27 |

| Annual Range | |
|--------------|-----------|
| \$ 52,603 | \$ 63,918 |

Effective PP including first check date in July 2019 (2.0%) COLA

| | A | B | C | D | E | F |
|---------|----------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,472 | \$ 4,696 | \$ 4,930 | \$ 5,176 | \$ 5,434 | \$ 5,706 |
| Hourly | \$ 25.80 | \$ 27.09 | \$ 28.44 | \$ 29.86 | \$ 31.35 | \$ 32.92 |

| Annual Range | |
|--------------|-----------|
| \$ 53,664 | \$ 65,208 |

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

| | A | B | C | D | E | F |
|---------|----------|----------|----------|----------|----------|----------|
| Monthly | \$ 4,472 | \$ 4,696 | \$ 4,930 | \$ 5,176 | \$ 5,434 | \$ 5,706 |
| Hourly | \$ 25.80 | \$ 27.09 | \$ 28.44 | \$ 29.86 | \$ 31.35 | \$ 32.92 |

| Annual Range | |
|--------------|-----------|
| \$ 53,664 | \$ 65,208 |

Police Sergeant

As of 1/1/18

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 5,124 | \$ 5,380 | \$ 5,649 | \$ 5,931 | \$ 6,228 |
| Hourly | \$ 29.56 | \$ 31.04 | \$ 32.59 | \$ 34.22 | \$ 35.93 |

| Annual Range | |
|--------------|-----------|
| \$ 61,485 | \$ 74,734 |

Effective PP including first check date in July 2018 (0%) COLA

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 5,124 | \$ 5,380 | \$ 5,649 | \$ 5,931 | \$ 6,228 |
| Hourly | \$ 29.56 | \$ 31.04 | \$ 32.59 | \$ 34.22 | \$ 35.93 |

| Annual Range | |
|--------------|-----------|
| \$ 61,485 | \$ 74,734 |

Effective PP including first check date in July 2019 (2.0%) COLA

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 5,226 | \$ 5,488 | \$ 5,762 | \$ 6,051 | \$ 6,353 |
| Hourly | \$ 30.15 | \$ 31.66 | \$ 33.24 | \$ 34.91 | \$ 36.65 |

| Annual Range | |
|--------------|-----------|
| \$ 62,712 | \$ 76,232 |

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

| | A | B | C | D | E |
|---------|----------|----------|----------|----------|----------|
| Monthly | \$ 5,226 | \$ 5,488 | \$ 5,762 | \$ 6,051 | \$ 6,353 |
| Hourly | \$ 30.15 | \$ 31.66 | \$ 33.24 | \$ 34.91 | \$ 36.65 |

| Annual Range | |
|--------------|-----------|
| \$ 62,712 | \$ 76,232 |