

LONGEVITY PAY REMOVAL
SIDE LETTER AGREEMENT

between

CITY OF YREKA
and
YREKA EMPLOYEES ASSOCIATION

In accordance with Article 2.1 – Salary Ranges and Adjustments and Compensation – Salary Tables, of the current Memorandum of Understanding (MOU) between the City of Yreka and the Yreka Employees Association, the parties acknowledge that they have met and conferred and have agreed to modify this section as noted below to remove the “10-YR YCEA Longevity” step from the YEA Annual Salary Tables as described herein.

The parties mutually agree to the following terms:

- A. In Appendix A - Salary Tables, the “10-YR YCEA Longevity” step shall be removed as an eligibility requirement to receive a merit increase for Step G.
- B. In Appendix A - Salary Tables, Step G shall be awarded as a 5% merit step regardless of tenure with the City.
- C. Elimination of longevity pay as an eligibility requirement shall coincide with the Yreka Employees Association MOU contract commencing January 1, 2020.
- D. Active Employees now eligible for merit Step G will be compensated retroactively from the Yreka Employees Association MOU contract commencing January 1, 2020.
- E. In Section 6.2 – Overtime, Out of Class, Standby, and Call Out Pay - The City will adhere to California Code of Regulations section 571(a)(3) where temporary upgrade pay (TUP) is generally non-pensionable earnings for purposes of CalPERS.
- F. Nothing in this side letter agreement shall have the effect of removing the rights, remedies, or defenses a party may have available to them under the MOU or other applicable personnel policies of the City.

Signed for City:



Randy L. Johnsen, Interim City Manager

Date: 11-18-21

Signed for Association:


James Hoy, Yreka Employees Association President

Date: 11-09-2021


Ron Copeland, as Representative for United Public Employees of California Local 792 Vice President

Date: 11/10/21