

MAINTENANCE WORKER STEP PROGRESSION  
SIDE LETTER AGREEMENT

between

CITY OF YREKA  
and  
YREKA EMPLOYEES ASSOCIATION

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In accordance with Article 9.10 – Maintenance Worker Position 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 include a policy regarding merit step progression for employees hired into Step A of the Maintenance Worker and Senior Maintenance Worker classifications.

Accordingly, the parties agree to modify the language in Article 9.10 – Maintenance Worker Position in the MOU as follows going forward:

**9.10 Maintenance Worker Position**

New employees hired at Step A of the Maintenance Worker and Senior Maintenance Worker classifications shall be eligible for a merit step increase to Step B at 6-months of service. The employee must be satisfactorily meeting the requirements of the classification at the 6-month mark and the eligibility may be extended by the length of any authorized leave(s) of absence of one week or more. Any subsequent salary step increases would occur each 12 months thereafter in accordance with existing City policy. These employees are otherwise subject to the provisions of the Introductory and Probationary Policy as provided herein, which provide for an initial 12-month probationary period.

New employees in this position shall have three (3) opportunities paid by the city to obtain a Commercial Driver's License, Class A with air brake and tanker endorsements within one hundred eighty (180) days of hire. These employees are otherwise subject to the provisions of the Introductory and Probationary Policy as provided herein.

Employees required to have special licensing or certification (i.e. Distribution I) shall obtain such certification within two testing cycles. These employees are otherwise subject to the provisions of the Introductory and Probationary Policy as provided herein.

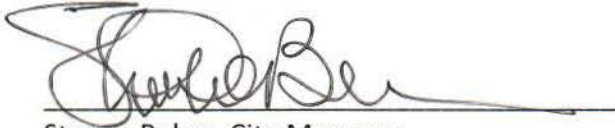
The effective date of this agreement shall be June 1, 2020.

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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:

Signed for Association:



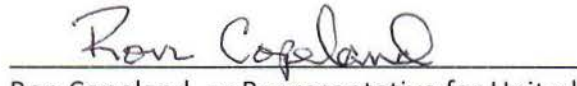
Steven Baker, City Manager

Date: 9-8-2020



Mitch Shinar, Vice President

Date: 9-4-2020



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

Date: 8/28/20