
CITY OF NEVADA CITY
SIDE LETTER NO. 3 TO MEMORANDUM OF UNDERSTANDING

TO: Catrina Olson, City Manager

FROM: Dan Paulus, Fire Captain – Shop Steward, Nevada County Professional Firefighters, IAFF Local 3800

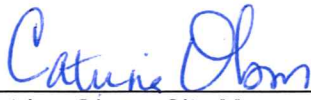
SUBJECT: Amendment No. 3 to the Nevada County Professional Firefighters, Local 3800 Memorandum of Understanding dated July 1, 2018 through June 30th, 2021.

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

Parties to this agreement are the City of Nevada City (City) and IAFF Local 3800 (Local 3800).

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 that a minimum 2% COLA 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 County Professional Firefighters, Local 3800 dated July 1, 2018 through June 30, 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

6/24/20
Date



Loree' McCay, Administrative Services Manager

6/24/20
Date



Dan Paulus, Fire Captain

6-29-20
Date



Clayton Thomas, President Local 3800

7-4-2020
Date

Exhibit A

Fire Captain

As of 1/1/18

	A	B	C	D	E
Hourly	\$ 19.06	\$ 20.01	\$ 21.01	\$ 22.06	\$ 23.17

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

	A	B	C	D	E
Hourly	\$ 20.04	\$ 21.04	\$ 22.09	\$ 23.20	\$ 24.36

Effective PP including first check date in July 2019 (4.0%) COLA

	A	B	C	D	E
Hourly	\$ 20.84	\$ 21.88	\$ 22.98	\$ 24.13	\$ 25.33

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

	A	B	C	D	E
Hourly	\$ 20.84	\$ 21.88	\$ 22.98	\$ 24.13	\$ 25.33

Fire Engineer - (formerly Lieutenant)

As of 7/1/18

	A	B	C	D	E
Hourly	\$ 17.54	\$ 18.42	\$ 19.34	\$ 20.30	\$ 21.32

Effective PP including first check date in July 2019 (4.0%) COLA

	A	B	C	D	E
Hourly	\$ 18.24	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17

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

	A	B	C	D	E
Hourly	\$ 18.24	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17

Firefighter

As of 7/1/17

	A	B	C	D	E
Hourly	\$ 14.76	\$ 15.50	\$ 16.27	\$ 17.08	\$ 17.94

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

	A	B	C	D	E
Hourly	\$ 15.35	\$ 16.12	\$ 16.92	\$ 17.77	\$ 18.66

Effective PP including first check date in July 2019 (4.0%) COLA

	A	B	C	D	E
Hourly	\$ 15.96	\$ 16.76	\$ 17.60	\$ 18.48	\$ 19.40

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

	A	B	C	D	E
Hourly	\$ 15.96	\$ 16.76	\$ 17.60	\$ 18.48	\$ 19.40