

RESOLUTION NO. 2026-56

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CRESCENT CITY
RATIFYING AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF CRESCENT CITY AND THE CRESCENT CITY EMPLOYEES'
ASSOCIATION FOR THE PERIOD JULY 1, 2025 THROUGH JUNE 30, 2027**

WHEREAS, California Government Code Section 36506 requires that the City Council fix, by resolution or ordinance, the compensation of all appointive officers and employees; and

WHEREAS, the City Council adopted Resolution No. 2026-05 on February 17, 2026 approving a Memorandum of Understanding ("MOU") with the Crescent City Employees Association (CCEA) for the period July 1, 2025 through June 30, 2027; and

WHEREAS, Amendment No. 1 has been agreed to by the City Manager and the CCEA as of July 27, 2026.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Crescent City, California that Amendment No. 1 to the Memorandum of Understanding Between the City of Crescent City and the Crescent City Employees' Association for the period July 1, 2025 through June 30, 2027 attached hereto is hereby ratified.

PASSED AND ADOPTED and made effective the same day by the City Council of the City of Crescent City at a meeting thereof held on this 3rd day of August 2026, by the following polled vote:

AYES: Council Members Altman, Greenough, Tinkler, and Mayor Wright

NOES: None

ABSTAIN: None

ABSENT: Council Member Shamblin



Isaiah Wright, Mayor

ATTEST:



Robin Altman, City Clerk

AMENDMENT NO. 1

TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CRESCENT CITY AND THE CRESCENT CITY EMPLOYEES ASSOCIATION FOR THE PERIOD JULY 1, 2025 THROUGH JUNE 30, 2027

This Amendment No. 1 is entered into by and between the City of Crescent City and the Crescent City Employees Association (CCEA) for the purpose of amending that certain memorandum of Understanding (MOU) approved and ratified by the City Council on February 17, 2026, by way of Resolution No. 2026-05.

WHEREAS, the parties have agreed that is in the best interests of the City to split the currently vacation Senior Building and Parks Maintenance Worker position into two positions: Senior Building Maintenance Worker and Senior Parks Maintenance Worker; and

WHEREAS, this change requires an amendment to the CCEA MOU to include the new positions and remove the old position.

NOW, THEREFORE, the parties agree to the following terms and conditions:

1. ON-CALL ASSIGNMENT PAY. Section 9.8 of the CCEA MOU is amended as follows:
[deletions are shown in ~~striketrough~~ and additions are in **bold underline**]

9.8 On-Call Assignment Pay. The following eligible employees acknowledge and agree to provide on-call coverage on weekends and holidays during scheduled off work periods. Coverage is to be provided on an equitable, rotating basis among eligible employees, as approved by the Department Head. The following job classifications are eligible for On-Call Assignment Pay:

Electrical Mechanical Operations Technician I, II
Senior Electrical Mechanical Operations Technician
Equipment Operator I, II
Maintenance Worker I, II, III
Senior Buildings Maintenance Worker
Senior Parks Maintenance Worker
Senior Public Works Maintenance Worker
Utility Mechanic

2. COMMERCIAL LICENSE PAY. Section 9.10.1 of the CCEA MOU is amended as follows:
[deletions are shown in ~~striketrough~~ and additions are in **bold underline**]

9.10.1 The City will compensate eligible employees who possess and maintain a Class A or Class B Commercial Driver's License issued by the California Department of Motor Vehicles an annual sum of \$1,560.00 (payable at \$60.00 per biweekly pay period). An employee is eligible for commercial license pay only if a Class A or Class B License is not a requirement of the employee's job classification. The following job classifications are eligible for commercial license pay:

Electrical Mechanical Operations Technician I, II
 Senior Electrical Mechanical Operations Technician
 Equipment Operator I, II
 Maintenance Worker I, II, III
Senior Buildings Maintenance Worker
Senior Parks Maintenance Worker
 Senior Public Works Maintenance Worker
 Mechanic I, II
 Senior Mechanic

3. CERTIFICATE PAY. Section 9.11.2 of the CCEA MOU is amended as follows:
 [deletions are shown in ~~striketrough~~ and additions are in **bold underline**]

9.11.2 Effective the first full pay period following the City Council approval of this MOU, the City will compensate eligible employees who possess and maintain one of the below listed certificates issued or recognized by the State of California. These employees will be compensated an additional 2.0% of their base hourly wage for up to three (3) certificates (6.0%), provided that the certification is not a requirement of the job classification. The following job classifications are eligible for certificate pay:

Job Classification	Certificate(s) required by job description	Certificates eligible for certificate pay
Senior Building/Parks Maintenance Worker	• SWRCB Water Distribution Certificate Grade 1	• SWRCB Water Distribution Certificate (Grade 2 or higher)
<u>Senior Buildings Maintenance Worker</u>	• <u>OSHA 30 Certificate (Construction or General Industry)</u> • <u>Facilities Management Professional</u> • <u>CWEA Electrical Instrumental Technologist Certificate Grade 1</u>	• <u>CWEA Electrical Instrumental Technologist Certificate (Grade 2 or higher)</u> • <u>CSLB Class B General Contractor's License</u> • <u>CLSB Class C Specialty Contractor's License (must be building related)</u>

Senior Parks Maintenance Worker	• <u>OSHA 30 Certificate (Construction or General Industry)</u> • <u>ISA Certified Arborist</u> • <u>Certified Playground Safety Inspector</u>	• <u>SWRCB Water Distribution Certificate (Grade 1 or higher)</u> • <u>ISA Tree Risk Assessment Qualification</u> • <u>QWEL PRO Certification</u> • <u>Certified Irrigation Technician</u> • <u>Pesticide Applicator Certification</u>
Laboratory Assistant	• None	• SWRCB Water Distribution Certificate (Grade 1 or higher)
Laboratory Technician I	• CWEA Certificate Lab Analyst Grade 1	• SWRCB Water Distribution Certificate (Grade 1 or higher) • CWEA Certificate Lab Analyst (Grade 2 or higher) • CWEA Environmental Compliance Inspector Certificate (Grade 1 or higher)
Laboratory Technician II	• CWEA Certificate Lab Analyst Grade 2	• SWRCB Water Distribution Certificate (Grade 1 or higher) • CWEA Certificate Lab Analyst (Grade 3 or higher) • CWEA Environmental Compliance Inspector Certificate (Grade 1 or higher)
Utility Mechanic	• SWRCB Water Distribution Certificate Grade 1 • CWEA Collection Maintenance Certification Grade 1	• SWRCB Water Distribution Certificate (Grade 2 or higher) • CWEA Collection Maintenance Certificate (Grade 2 or higher)
Mechanic I&II	• None	• ASE Auto & Light Truck A-series, total of 9 certifications. • Medium & Heavy Duty Truck T-series, total of 8 certifications.
Equipment Operator I	• None	• SWRCB Water Distribution Certificate (Grade 1 or higher)
Equipment Operator II	• None	• SWRCB Water Distribution Certificate (Grade 1 or higher)
Maintenance Worker I & II	• None	• SWRCB Water Distribution Certificate (Grade 1 or higher) • CWEA Collection System Maintenance (Grade 1 or higher)
Maintenance Worker III	• SWRCB Water Distribution Certificate Grade 1	• SWRCB Water Distribution Certificate (Grade 2 or higher) • CWEA Collection System Maintenance (Grade 1 or higher)

Senior Public Works Maintenance Worker	• SWRCB Water Distribution Certificate Grade 2	• SWRCB Water Distribution Certificate (Grade 3 or higher) • CWEA Collection System Maintenance Certificate (Grade 1 or higher)
Electrical Mechanical Operation Technician I	• SWRCB Water Distribution Certificate Grade 1 • CWEA Mechanical Technologist Certificate Grade 1 • CWEA Electrical / Instrumental Technologist Certificate Grade 1	• SWRCB Water Distribution Certificate (Grade 2 or higher) • CWEA Mechanical Technologist Certificate (Grade 2 or higher) • CWEA Electrical / Instrumental Technologist Certificate (Grade 2 or higher) • CWEA Collections System Maintenance Certificate (Grade 2 or higher)
Electrical Mechanical Operation Technician II	• SWRCB Water Distribution Certificate Grade 2 • CWEA Mechanical Technologist Certificate Grade 2 • CWEA Electrical / Instrumental Technologist Certificate Grade 2	• SWRCB Water Distribution Certificate (Grade 3 or higher) • CWEA Mechanical Technologist Certificate (Grade 3 or higher) • CWEA Electrical / Instrumental Technologist Certificate (Grade 3 or higher) • CWEA Collections System Maintenance Certificate (Grade 2 or higher)
Senior Electrical Mechanical Operations Technician	• SWRCB Water Distribution Certificate Grade 3 • CWEA Mechanical Technologist Certificate Grade 3 • CWEA Electrical / Instrumental Technologist Certificate Grade 3 • CWEA Collections System Maintenance Certificate Grade 1	• SWRCB Water Distribution Certificate (Grade 4 or higher) • CWEA Mechanical Technologist Certificate (Grade 4 or higher) • CWEA Electrical / Instrumental Technologist Certificate (Grade 4 or higher) • CWEA Collections System Maintenance Certificate Grade 2 or higher)

4. PAY SCHEDULE. Exhibit A to the CCEA MOU is amended as follows:

[deletions are shown in ~~strike through~~ and additions are in **bold underline**]

CCEA PAY SCHEDULE – EXHIBIT A
EFFECTIVE 7/2026

The parties hereto agree to the following pay schedule for the following positions effective the first complete pay period in Fiscal Year 2026-27, by an amount equal to the CPI-U (LA) percentage increase measured by March 2026 over March 2025, not to be less than 1.0% nor more than 3.0%. **CPI-U (LA) March 2026 over March 2025 was 3.4%; therefore, the FY 2026-27 COLA is 3.0%.**

All figures are described in hourly rates rounded to the nearest cent.

	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Lab Assistant	2	19.37	20.34	21.36	22.43	23.56	24.73
Maintenance Worker 1	2	19.37	20.34	21.36	22.43	23.56	24.73
Maintenance Worker 2	6	21.38	22.45	23.58	24.75	25.99	27.28
Mechanic 1	6	21.38	22.45	23.58	24.75	25.99	27.28
Equipment Operator 1	7	21.92	23.01	24.16	25.37	26.64	27.96
Housing Inspector	8	22.46	23.59	24.77	26.01	27.31	28.68
Relief Supervisor	8	22.46	23.59	24.77	26.01	27.31	28.68
RV Park Supervisor	8	22.46	23.59	24.77	26.01	27.31	28.68
Utility Mechanic	8	22.46	23.59	24.77	26.01	27.31	28.68
Lab Technician 1	10	23.61	24.79	26.03	27.33	28.70	30.13
Maintenance Worker 3	10	23.61	24.79	26.03	27.33	28.70	30.13
Senior Bldg/Parks Worker	10	23.61	24.79	26.03	27.33	28.70	30.13
Senior Bldg Maint Worker	10	23.61	24.79	26.03	27.33	28.70	30.13
Senior Parks Maint Worker	10	23.61	24.79	26.03	27.33	28.70	30.13
Equipment Operator 2	12	24.80	26.04	27.37	28.71	30.14	31.64
Mechanic 2	12	24.80	26.04	27.34	28.71	30.14	31.64
EMOT 1	16	27.38	28.75	30.19	31.70	33.29	34.96
Senior Maintenance Worker	16	27.38	28.75	30.19	31.70	33.29	34.96
Lab Technician 2	18	28.76	30.20	31.71	33.30	34.97	36.72
EMOT 2	22	31.74	33.33	35.00	36.75	38.58	40.51
Senior Mechanic	22	31.74	33.33	35.00	36.75	38.58	40.51
Senior EMOT	28	36.81	38.66	40.59	42.62	44.75	46.99

The parties agree that the pay schedule shall continue in future agreements; however, the exact pay level for each step may vary as agreed upon by the parties.

RULES FOR PAY STEP PROGRESSION: Employees may move through the Steps in the following manner and at the discretion of the Department Head upon City Manager concurrence.

STEP 1: Entry Step. The employee is normally hired at this pay step.

STEP 2: Second Step. Employees may be hired at this step upon City Manager approval if conditions warrant such placement, otherwise employee's progress to this step upon six months of satisfactory performance in Step 1 or at the discretion of the Department Head and City Manager.

STEP 3: Third Step. Employees may be hired at this step upon City Manager approval if conditions warrant such placement, otherwise employee's progress to this step upon twelve (12) months of satisfactory performance in Step 2, or at the discretion of the Department Head and City Manager.

STEP 4: Fourth Step. Employees may be hired at this step upon City Manager approval if conditions warrant such placement, otherwise employee's progress to this step upon twelve (12) months of satisfactory performance in Step 3, or at the discretion of the Department Head and City Manager.

STEP 5: Employees may progress to this step upon twelve (12) months of satisfactory performance in Step 4, or at the discretion of the Department Head and City Manager.

STEP 6: Employees may progress to this step upon twelve (12) months of satisfactory performance in Step 5 and obtaining all certifications required by their job description.

- The employee's supervisor will evaluate the employee's performance in the time periods provided for by each pay step to determine if the employee will progress to the next pay step. Employees at Step 5 will also be evaluated by the employee's supervisor to determine performance strengths and weaknesses.
- All employee evaluations will be reviewed by the employees' Department Head and City Manager.
- The supervisor will notify the employee at least ten (10) days prior to the employee's due date for a pay increase as to whether or not the supervisor will recommend a pay step increase for the employee. Employees may utilize the grievance procedure should an employee object to the supervisor's decision in this matter.
- Notwithstanding any of the above, employees who are promoted will be placed in the pay step of the new classification which provides the employee a minimum increase of five (5) percent unless the pay at the new classification is already at Step 5.
- Employees who are demoted for disciplinary reasons will be paid at the salary of the same step within the lower pay classification.
- Employees who are transferred from one position to another of equal pay will not be increased or decreased in respect to their present pay.

5. REMAINING PROVISIONS. All remaining provisions of the CCEA MOU not amended by this amendment remain in full force and effect.
6. EFFECTIVE DATE. All changes to the CCEA MOU made by this Amendment No. 1 will be effective as of the date of ratification by resolution of the City Council and will not be retroactive.

This Amendment No. 1 will not be effective until ratified by the City Council.

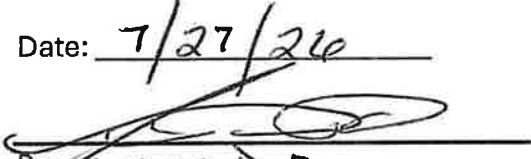
**AGREED TO AND RECOMMENDED
TO THE CITY COUNCIL:**

Date: 8/14/24


Eric Wier, City Manager

AGREE TO BY THE CCEA:

Date: 7/27/24


By: JASON DuBois
Its: CCEA PRESIDENT