

## LETTER AGREEMENT

### LETTER AGREEMENT BETWEEN CITY OF CHICO AND CONFIDENTIAL EMPLOYEES REGARDING CORRECTION OF BASIC PAY EFFECTIVE DATES

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Pursuant to Subarticle 1.4, entitled “Variation From Provisions Upon Mutual Agreement” of the Pay and Benefits Resolution between the City of Chico and the Confidential Unit Regarding Pay, Hours and Other Terms and Conditions of Employment for the Period of January 1, 2016 through June 30, 2019 (2016 CNF PBR),” the City of Chico (City) and Confidential Employees (CNF) enter into this Letter Agreement to correct the effective dates, due to administrative processing, for Section 2.1.F.

Therefore, the City and CNF agree as follows:

1. Section 2.1.F, Pay Range Increases, shall be amended as follows:

**Pay Range Increases.** Effective the first full pay period that contains January 1, 2017, the City will add a Step H, at a two-and-a-half percent (2.5%) increase from Step G, to the pay range for all employees hired prior to the date City Council approves the ratified PBR and advance all employees to this Step H who were at Step G for one year or more as of January 1, 2017. All employees hired before the date City Council approves the ratified PBR who were at Step F or below, or have been at Step G for less than one year, will continue to progress through the pay range on their anniversary date.

Effective the first full pay period that contains January 1, 2017, the City will adjust the 14-step salary table to have the “N” step match the new “H” step.

2. Any amendments or modifications to this Letter Agreement shall be in writing, signed and dated by both parties.
3. This Letter Agreement is effective retroactively to the date of City Council adoption, May 3, 2016.
4. All other terms, conditions, provisions and requirements of the PBR shall remain in full force and effect.


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Signed and dated as follows:


For Confidential Employees:

  
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Lynn Thiessen (Date)

For the City of Chico:

  
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Mark Orme (Date)  
City Manager

Approved as to Form:

  
\_\_\_\_\_  
Vincent C. Ewing, City Attorney\*

\*Pursuant to The Charter of the  
City of Chico, Section 906(D)