

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND CHICO POLICE OFFICERS  
ASSOCIATION REGARDING SPECIFIC EMPLOYEE PAY STEP PROGRESSION

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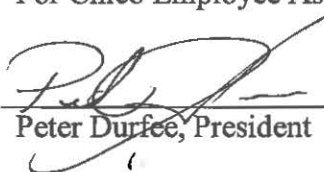
Pursuant to the provisions of the Meyers-Milias-Brown Act ("MMBA") and Subarticle 1.6, entitled "Letter Agreement for Variation of Provisions" of the "Memorandum of Understanding between the City of Chico and Chico Police Officers Association (CPOA) Regarding Pay, Hours, and Other Terms and Condition of Employment for the Period of January 1, 2015 through December 31, 2017 (2015 MOU-CPOA)," The City of Chico (City) and CPOA enter into this Letter Agreement to modify the specific employee's salary placement referenced below:

Therefore, the City and CPOA agree as follows:

1. Effective the first day of the pay period following the execution of this Letter Agreement, Police Officer Nicholas Rush shall have his salary adjusted to from Step B, \$28.17 per hour, to Step C, \$29.58 per hour. Officer Rush's anniversary date shall remain the same. This adjustment shall be made to take into account Officer Rush's 21 years of experience as a British Police Officer.
2. This letter agreement shall be non-precedent setting.
3. It is understood and agreed that the specific provisions contained in this Letter Agreement shall supersede any previous agreements, whether oral and/or written, regarding the matters contained herein.
4. Except as provided herein, all wages, hours and other terms and conditions of employment of the 2015 MOU-CPOA shall remain in full force and effect.

Signed and dated as follows:

For Chico Employee Association:

  
Peter Durfee, President

2/4/2016  
(Date)


For the City of Chico:

  
Mark Orme, City Manager

2/4/2016  
(Date)

\*Authorized pursuant to Chico Municipal  
Code 2R.04.60

Approved as to Form:

  
Vincent C. Ewing, City Attorney  
Approved pursuant to The Charter of the City  
of Chico § 906(D)