

SIDE LETTER AGREEMENT
BETWEEN CITY OF CHICO AND CHICO MANAGEMENT EMPLOYEES
REGARDING CONTRACT REOPENER

Pursuant to the provisions of the Meyers-Miliias-Brown Act (“MMBA”) and Subarticle 1.5, entitled “Letter Agreement for Variation of Provisions” of the Memorandum of Understanding between the City of Chico (“City”) and Chico Management Employees (“CME”) effective November 8, 2020 through June 30, 2025 (“2022 CME - MOU”), this Side Letter Agreement is entered into on May 7, 2024, between the City and CME (“Side Letter Agreement”) as an amendment to the 2022 CME - MOU. It is understood and agreed that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral and/or written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by CME in the 2022 CME - MOU shall remain in full force and effect.

Therefore, the City and CME agree to the following modifications:

1.3 Term. Unless otherwise provided for herein, the provisions of this MOU shall become effective for the period of November 8, 2020, through ~~June 30, 2025~~ December 31, 2025, provided, however, that such provisions shall only be applicable to those Employees who are employed on and after the date that this MOU/Side Letter is approved by the City Council. This MOU supersedes and replaces in all respects the terms and conditions established in all prior Resolutions and MOUs setting forth Employee pay and benefits. City or Employees shall provide written notice to the other of the desire to negotiate a new resolution on or before April 1, of any year during the term of this MOU in which the MOU expires at the end of the calendar year, unless otherwise agreed upon by both parties.

2.3 Basic Pay.

A. Established. A Basic Pay schedule shall be established consisting of Pay Ranges assigned to each applicable job title. Effective the first full pay period after July 1, 2024, Aa Pay Range shall consist of ~~fourteen~~ seven (47) Pay Steps. Each of the steps shall have an hourly Basic Pay rate and shall be titled as Steps A-NG, respectively. Employees shall be assigned to hourly Basic Pay rates within the Pay Ranges by applicable job title in accordance with Appendix “1”,

entitled "Schedule of Job Titles and Hourly Pay Rates". For the purpose of this Article Two, "Anniversary Date" shall mean one year after the date of such employment or promotion.

E. Pay Range Increases.

1. Effective ~~the first full pay period following July 1, 2024, November 8, 2020~~ the City ~~will increase the 14-step salary table by~~ shall provide a ~~two and sixty-eight hundredths percent (2.68%)~~ seven and one half percent (7.5%) General Salary Increase (GSI).

2. Effective the first full pay period after July 1, 2025, ratification and approval, the City shall provide a four and one half five percent (4.5%) General Salary Increase (GSI) to CME members as specified in Appendix I retroactive to September 11, 2022.

~~3. Effective the first full pay period of July 2023, the City shall provide a three percent (3%) GSI as specified in Appendix I.~~

~~4. No additional GSI through end of 6/30/25 term.~~

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Signed and dated as follows:

For CME:

Robyn Ryan 18/04/24
Robyn Ryan (Apr 18, 2024 15:17 PDT)
Robyn Ryan (Date)

MaryJo Alonzo 17/04/24
MaryJo Alonzo (Date)

Wyatt West 17/04/24
Wyatt West (Apr 17, 2024 15:54 PDT)
Wyatt West (Date)

For the City of Chico:

Chelsea Phebus 17/04/24
Chelsea Phebus, Director of HR/RM (Date)

Mark Sorensen 18/04/24
Mark Sorensen (Apr 18, 2024 16:34 PDT)
Mark Sorensen, City Manager (Date)

Approved As To Form And Content:

John W. Lam
John W. Lam (Apr 17, 2024 11:55 PDT)
John Lam, City Attorney*
*Pursuant to The Charter of the City of Chico, Section 906 (D)

Housing Manager	\$52.92	\$55.57	\$58.35	\$61.27	\$64.33	\$67.55	\$70.93	\$4,233.60	\$5,674.40	\$110,073.60	\$147,534.40
Housing Program Analyst	\$39.70	\$41.69	\$43.77	\$45.96	\$48.26	\$50.67	\$53.20	\$3,176.00	\$4,256.00	\$82,576.00	\$110,656.00
Information Systems Manager	\$52.92	\$55.57	\$58.35	\$61.27	\$64.33	\$67.55	\$70.93	\$4,233.60	\$5,674.40	\$110,073.60	\$147,534.40
Laboratory Technical Manager	\$39.70	\$41.69	\$43.77	\$45.96	\$48.26	\$50.67	\$53.20	\$3,176.00	\$4,256.00	\$82,576.00	\$110,656.00
Management Analyst	\$39.70	\$41.69	\$43.77	\$45.96	\$48.26	\$50.67	\$53.20	\$3,176.00	\$4,256.00	\$82,576.00	\$110,656.00
Park and Natural Resources Manager	\$50.16	\$52.67	\$55.30	\$58.07	\$60.97	\$64.02	\$67.22	\$4,012.80	\$5,377.60	\$104,332.80	\$139,817.60
Payroll Manager	\$39.70	\$41.69	\$43.77	\$45.96	\$48.26	\$50.67	\$53.20	\$3,176.00	\$4,256.00	\$82,576.00	\$110,656.00
Principal Planner	\$52.92	\$55.57	\$58.35	\$61.27	\$64.33	\$67.55	\$70.93	\$4,233.60	\$5,674.40	\$110,073.60	\$147,534.40
Project Manager	\$43.10	\$45.25	\$47.51	\$49.89	\$52.38	\$55.00	\$57.75	\$3,448.00	\$4,620.00	\$89,648.00	\$120,120.00
Projects and Grants Manager	\$44.01	\$46.21	\$48.52	\$50.95	\$53.50	\$56.18	\$58.99	\$3,520.80	\$4,719.20	\$91,540.80	\$122,699.20
Public Information Officer	\$43.10	\$45.25	\$47.51	\$49.89	\$52.38	\$55.00	\$57.75	\$3,448.00	\$4,620.00	\$89,648.00	\$120,120.00
Public Works Administration Manager	\$43.10	\$45.25	\$47.51	\$49.89	\$52.38	\$55.00	\$57.75	\$3,448.00	\$4,620.00	\$89,648.00	\$120,120.00
Public Works Manager	\$46.62	\$48.95	\$51.40	\$53.97	\$56.67	\$59.50	\$62.47	\$3,729.60	\$4,997.60	\$96,969.60	\$129,937.60
Purchasing Manager	\$44.01	\$46.21	\$48.52	\$50.95	\$53.50	\$56.18	\$58.99	\$3,520.80	\$4,719.20	\$91,540.80	\$122,699.20
Regulatory Compliance Manager	\$50.16	\$52.67	\$55.30	\$58.07	\$60.97	\$64.02	\$67.22	\$4,012.80	\$5,377.60	\$104,332.80	\$139,817.60
Senior Civil Engineer	\$57.61	\$60.49	\$63.51	\$66.69	\$70.02	\$73.52	\$77.20	\$4,608.80	\$6,176.00	\$119,828.80	\$160,576.00
Senior Construction Inspector	\$43.10	\$45.25	\$47.51	\$49.89	\$52.38	\$55.00	\$57.75	\$3,448.00	\$4,620.00	\$89,648.00	\$120,120.00
Senior Development Engineer	\$57.61	\$60.49	\$63.51	\$66.69	\$70.02	\$73.52	\$77.20	\$4,608.80	\$6,176.00	\$119,828.80	\$160,576.00
Senior Human Resources Analyst	\$40.67	\$42.70	\$44.84	\$47.08	\$49.43	\$51.90	\$54.50	\$3,253.60	\$4,360.00	\$84,593.60	\$113,360.00
Senior Information Systems Analyst	\$46.62	\$48.95	\$51.40	\$53.97	\$56.67	\$59.50	\$62.47	\$3,729.60	\$4,997.60	\$96,969.60	\$129,937.60
Senior Communications Analyst	\$46.62	\$48.95	\$51.40	\$53.97	\$56.67	\$59.50	\$62.47	\$3,729.60	\$4,997.60	\$96,969.60	\$129,937.60
Senior Plans Examiner	\$50.16	\$52.67	\$55.30	\$58.07	\$60.97	\$64.02	\$67.22	\$4,012.80	\$5,377.60	\$104,332.80	\$139,817.60
Senior Planner	\$50.16	\$52.67	\$55.30	\$58.07	\$60.97	\$64.02	\$67.22	\$4,012.80	\$5,377.60	\$104,332.80	\$139,817.60
Senior Traffic Engineer	\$57.61	\$60.49	\$63.51	\$66.69	\$70.02	\$73.52	\$77.20	\$4,608.80	\$6,176.00	\$119,828.80	\$160,576.00
Urban Forest Manager	\$43.10	\$45.25	\$47.51	\$49.89	\$52.38	\$55.00	\$57.75	\$3,448.00	\$4,620.00	\$89,648.00	\$120,120.00
Wastewater Treatment Manager	\$52.92	\$55.57	\$58.35	\$61.27	\$64.33	\$67.55	\$70.93	\$4,233.60	\$5,674.40	\$110,073.60	\$147,534.40

Basic Pay Schedule (Effective July 13, 2025)

POSITION TITLE	A	B	C	D	E	F	G	Biweekly		Annual	
								Low	High	Low	High
Accountant	\$52.42	\$55.04	\$57.79	\$60.68	\$63.71	\$66.90	\$70.24	\$4,193.60	\$5,619.59	\$109,033.60	\$146,109.39
Accounting Manager	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115,044.80	\$154,173.45
Airport Manager	\$48.70	\$51.14	\$53.70	\$56.39	\$59.21	\$62.17	\$65.28	\$3,896.00	\$5,222.49	\$101,296.00	\$135,784.79
Assistant Park Manager	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Assistant to the City Manager	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Budget and Treasury Manager	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115,044.80	\$154,173.45
Building Official	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115,044.80	\$154,173.45
City Engineer	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115,044.80	\$154,173.45
Cyber Security Analyst	\$48.70	\$51.14	\$53.70	\$56.39	\$59.21	\$62.17	\$65.28	\$3,896.00	\$5,222.49	\$101,296.00	\$135,784.79
Development Engineer	\$48.70	\$51.14	\$53.70	\$56.39	\$59.21	\$62.17	\$65.28	\$3,896.00	\$5,222.49	\$101,296.00	\$135,784.79
Economic Development Manager	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115,044.80	\$154,173.45
Environmental Programs Manager	\$52.42	\$55.04	\$57.79	\$60.68	\$63.71	\$66.90	\$70.24	\$4,193.60	\$5,619.59	\$109,033.60	\$146,109.39
Facilities Manager	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Financial Systems Engineer	\$48.70	\$51.14	\$53.70	\$56.39	\$59.21	\$62.17	\$65.28	\$3,896.00	\$5,222.49	\$101,296.00	\$135,784.79
Fleet Manager	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Homeless Housing Coordinator	\$41.49	\$43.56	\$45.74	\$48.03	\$50.43	\$52.95	\$55.59	\$3,319.20	\$4,447.52	\$86,299.20	\$115,635.52
Housing Manager	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115,044.80	\$154,173.45
Housing Program Analyst	\$41.49	\$43.56	\$45.74	\$48.03	\$50.43	\$52.95	\$55.59	\$3,319.20	\$4,447.52	\$86,299.20	\$115,635.52
Information Systems Manager	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115,044.80	\$154,173.45
Laboratory Technical Manager	\$41.49	\$43.56	\$45.74	\$48.03	\$50.43	\$52.95	\$55.59	\$3,319.20	\$4,447.52	\$86,299.20	\$115,635.52
Management Analyst	\$41.49	\$43.56	\$45.74	\$48.03	\$50.43	\$52.95	\$55.59	\$3,319.20	\$4,447.52	\$86,299.20	\$115,635.52
Park and Natural Resources Manager	\$52.42	\$55.04	\$57.79	\$60.68	\$63.71	\$66.90	\$70.24	\$4,193.60	\$5,619.59	\$109,033.60	\$146,109.39
Payroll Manager	\$41.49	\$43.56	\$45.74	\$48.03	\$50.43	\$52.95	\$55.59	\$3,319.20	\$4,447.52	\$86,299.20	\$115,635.52
Principal Planner	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115,044.80	\$154,173.45
Project Manager	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Projects and Grants Manager	\$46.00	\$48.30	\$50.71	\$53.25	\$55.91	\$58.71	\$61.64	\$3,680.00	\$4,931.56	\$95,680.00	\$128,220.66
Public Information Officer	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Public Works Administration Manager	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Public Works Manager	\$48.70	\$51.14	\$53.70	\$56.39	\$59.21	\$62.17	\$65.28	\$3,896.00	\$5,222.49	\$101,296.00	\$135,784.79
Purchasing Manager	\$46.00	\$48.30	\$50.71	\$53.25	\$55.91	\$58.71	\$61.64	\$3,680.00	\$4,931.56	\$95,680.00	\$128,220.66
Regulatory Compliance Manager	\$52.42	\$55.04	\$57.79	\$60.68	\$63.71	\$66.90	\$70.24	\$4,193.60	\$5,619.59	\$109,033.60	\$146,109.39
Senior Civil Engineer	\$60.20	\$63.21	\$66.37	\$69.69	\$73.17	\$76.83	\$80.67	\$4,816.00	\$6,453.92	\$125,216.00	\$167,801.92
Senior Construction Inspector	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Senior Development Engineer	\$60.20	\$63.21	\$66.37	\$69.69	\$73.17	\$76.83	\$80.67	\$4,816.00	\$6,453.92	\$125,216.00	\$167,801.92
Senior Human Resources Analyst	\$42.50	\$44.63	\$46.86	\$49.20	\$51.66	\$54.24	\$56.95	\$3,400.00	\$4,556.20	\$88,400.00	\$118,461.20
Senior Information Systems Analyst	\$48.70	\$51.14	\$53.70	\$56.39	\$59.21	\$62.17	\$65.28	\$3,896.00	\$5,222.49	\$101,296.00	\$135,784.79
Senior Communications Analyst	\$48.70	\$51.14	\$53.70	\$56.39	\$59.21	\$62.17	\$65.28	\$3,896.00	\$5,222.49	\$101,296.00	\$135,784.79
Senior Plans Examiner	\$52.42	\$55.04	\$57.79	\$60.68	\$63.71	\$66.90	\$70.24	\$4,193.60	\$5,619.59	\$109,033.60	\$146,109.39
Senior Planner	\$52.42	\$55.04	\$57.79	\$60.68	\$63.71	\$66.90	\$70.24	\$4,193.60	\$5,619.59	\$109,033.60	\$146,109.39
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Urban Forest Manager	\$45.04	\$47.29	\$49.65	\$52.13	\$54.74	\$57.48	\$60.35	\$3,603.20	\$4,827.90	\$93,683.20	\$125,525.40
Wastewater Treatment Manager	\$55.31	\$58.08	\$60.98	\$64.03	\$67.23	\$70.59	\$74.12	\$4,424.80	\$5,929.75	\$115,044.80	\$154,173.45