

**SIDE LETTER AGREEMENT**

**SIDE LETTER AGREEMENT BETWEEN CITY OF CHICO AND  
CHICO MANAGEMENT EMPLOYEES  
REGARDING SECTION 2.3(C)2 – PAY STEP PROGRESSION**

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**WHEREAS**, pursuant to the provisions of the Meyers-Milias-Brown Act (“MMBA”) and Article 1, Section 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 August 24, 2023, between the City and CME (“Side Letter Agreement”) as an amendment to the 2022 CME - MOU.

**WHEREAS**, 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; and

**WHEREAS**, the City and CME have agreed to a one-time waiver of the period of service for progression through Pay Steps that requires 12 months of service in a prior pay step before advancing to the next step for the following employees:

Felicia McDowell  
Donato Pepe

**THEREFORE, IT IS AGREED AS FOLLOWS:**

The two named employees are subject a waiver of provisions of Pay Step Progression: Period of Service for Progression.

This Side Letter Agreement shall remain in effect for the duration of the 2022 CME - MOU, which expires June 30, 2025. All other sections of the 2022 CME - MOU shall remain in full force and effect.

Any amendments or modifications to this Side Letter Agreement shall be in writing, signed and dated by both parties.

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Signed and dated as follows:

For Chico Management Employees

*MaryJo Alonzo*

Aug 28, 2023

MaryJo Alonzo, CME Rep

(Date)

For the City of Chico:

*Chelsea D Phebus*

Aug 28, 2023

Chelsea Phebus, Director of HR/RM (Date)

*Mike Cook*

Aug 28, 2023

Mike Cook, CME Rep (Date)

*Wyatt West*

Aug 28, 2023

Wyatt West, CME Rep (Date)

*Mark Sorensen*

Aug 28, 2023

[Mark Sorensen \(Aug 28, 2023 15:18 PDT\)](#)

Mark Sorensen, City Manager (Date)

Approved As To Form:

*Vincent Ewing*

[Vincent Ewing \(Aug 28, 2023 16:02 PDT\)](#)

Vincent C. Ewing, City Attorney\*

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