

**SIDE LETTER AGREEMENT**

**SIDE LETTER AGREEMENT BETWEEN CITY OF CHICO AND  
CHICO MANAGEMENT EMPLOYEES  
REGARDING APPENDIX 1**

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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 between the City and CME (“Side Letter Agreement”) is entered into on the date of ratification 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 amend Appendix 1 of the 2022 CME - MOU Schedule of Job Titles and Hourly Pay Rates (Appendix B-1); and have agreed to reclassify the Principal Human Resources Analyst position to the existing, but unfunded, Senior Human Resources Analyst position. The pay structures in Appendix 1 are amended accordingly with approval of City Council:

<u>Title</u>	<u>Bi-weekly Pay</u>	<u>Annual Pay</u>
Senior Human Resources Analyst	\$2,941.60 - \$4,056.00	\$76,481.60 to \$105,456.00

The pay structure noted is effective November 7, 2023.

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

The position of Senior Human Resources Analyst and the pay rate as noted above are included in the 2022 CME - MOU, Appendix 1 – Schedule of Job Titles and Hourly Pay Rates.

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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The parties hereto have caused this Side Letter Agreement to be executed on the date signed below.

For Chico Management Employees

MaryJo Alonzo

Nov 3, 2023

MaryJo Alonzo

(Date)

Mike Cook

Nov 3, 2023

Mike Cook

(Date)

Wyatt West

Wyatt West (Nov 6, 2023 09:28 PST)

Nov 6, 2023

Wyatt West

(Date)

For the City of Chico:

Chelsea D Phebus

Nov 1, 2023

Chelsea Phebus, Director of HR/RM

(Date)

Mark Sorensen

Nov 6, 2023

Mark Sorensen (Nov 6, 2023 09:43 PST)

Mark Sorensen, City Manager

(Date)

Approved As To Form:

John W. Lam

John W. Lam (Nov 6, 2023 10:19 PST)

John Lam, City Attorney\*

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

CITY OF CHICO  
 FY2023-24 ANNUAL BUDGET  
 EMPLOYEE PAY SCHEDULES

X. Chico Management Employees - City Manager Appointed (CME)

A. Basic Pay Schedule (Effective 11/07/2023)

POSITION TITLE	HOURLY PAY RATES													BIWEEKLY PAY RATE		ANNUAL PAY RATE		
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
Accountant	45.35	46.49	47.65	48.84	50.06	51.32	52.59	53.91	55.26	56.65	58.07	59.53	61.01	62.53	3,627.78	5,002.59	94,322.37	130,067.25
Accounting Manager	47.89	49.08	50.30	51.56	52.86	54.17	55.52	56.91	58.34	59.77	61.28	62.81	64.37	65.98	3,831.11	5,278.59	99,608.75	137,243.22
Airport Manager	42.16	43.21	44.29	45.40	46.54	47.69	48.88	50.12	51.36	52.64	53.96	55.31	56.69	58.11	3,372.55	4,648.72	87,686.29	120,866.71
Assistant Park Manager	38.96	39.93	40.93	41.95	43.00	44.07	45.17	46.31	47.47	48.66	49.87	51.12	52.40	53.72	3,116.45	4,297.45	81,027.71	111,733.66
Assistant to the City Manager	38.96	39.93	40.93	41.95	43.00	44.07	45.17	46.31	47.47	48.66	49.87	51.12	52.40	53.72	3,116.45	4,297.45	81,027.71	111,733.66
Budget and Treasury Manager	47.89	49.08	50.30	51.56	52.86	54.17	55.52	56.91	58.34	59.77	61.28	62.81	64.37	65.98	3,831.11	5,278.59	99,608.75	137,243.22
Building Official	47.89	49.08	50.30	51.56	52.86	54.17	55.52	56.91	58.34	59.77	61.28	62.81	64.37	65.98	3,831.11	5,278.59	99,608.75	137,243.22
City Engineer	47.89	49.08	50.30	51.56	52.86	54.17	55.52	56.91	58.34	59.77	61.28	62.81	64.37	65.98	3,831.11	5,278.59	99,608.75	137,243.22
Cyber Security Analyst	42.16	43.21	44.29	45.40	46.54	47.69	48.88	50.12	51.36	52.64	53.96	55.31	56.69	58.11	3,372.55	4,648.72	87,686.29	120,866.71
Development Engineer	42.16	43.21	44.29	45.40	46.54	47.69	48.88	50.12	51.36	52.64	53.96	55.31	56.69	58.11	3,372.55	4,648.72	87,686.29	120,866.71
Economic Development Manager	47.89	49.08	50.30	51.56	52.86	54.17	55.52	56.91	58.34	59.77	61.28	62.81	64.37	65.98	3,831.11	5,278.59	99,608.75	137,243.22
Environmental Programs Manager	45.35	46.49	47.65	48.84	50.06	51.32	52.59	53.91	55.26	56.65	58.07	59.53	61.01	62.53	3,627.78	5,002.59	94,322.37	130,067.25
Facilities Manager	38.96	39.93	40.93	41.95	43.00	44.07	45.17	46.31	47.47	48.66	49.87	51.12	52.40	53.72	3,116.45	4,297.45	81,027.71	111,733.66
Financial Systems Engineer	42.16	43.21	44.29	45.40	46.54	47.69	48.88	50.12	51.36	52.64	53.96	55.31	56.69	58.11	3,372.55	4,648.72	87,686.29	120,866.71
Fleet Manager	38.96	39.93	40.93	41.95	43.00	44.07	45.17	46.31	47.47	48.66	49.87	51.12	52.40	53.72	3,116.45	4,297.45	81,027.71	111,733.66
Homeless Housing Coordinator	35.93	36.83	37.73	38.67	39.65	40.63	41.65	42.69	43.76	44.84	45.97	47.12	48.30	49.49	2,874.19	3,959.16	74,729.05	102,938.04
Housing Manager	47.89	49.08	50.30	51.56	52.86	54.17	55.52	56.91	58.34	59.77	61.28	62.81	64.37	65.98	3,831.11	5,278.59	99,608.75	137,243.22
Housing Analyst	35.93	36.83	37.73	38.67	39.65	40.63	41.65	42.69	43.76	44.84	45.97	47.12	48.30	49.49	2,874.19	3,959.16	74,729.05	102,938.04
Information Systems Manager	47.89	49.08	50.30	51.56	52.86	54.17	55.52	56.91	58.34	59.77	61.28	62.81	64.37	65.98	3,831.11	5,278.59	99,608.75	137,243.22
Laboratory Technical Manager	35.89	36.79	37.71	38.65	39.62	40.61	41.63	42.67	43.74	44.83	45.95	47.10	48.28	49.49	2,871.60	3,959.16	74,661.57	102,938.04
Management Analyst	35.93	36.83	37.73	38.67	39.65	40.63	41.65	42.69	43.76	44.84	45.97	47.12	48.30	49.49	2,874.19	3,959.16	74,729.05	102,938.04
Park and Natural Resources Manager	45.35	46.49	47.65	48.84	50.06	51.32	52.59	53.91	55.26	56.65	58.07	59.53	61.01	62.53	3,627.78	5,002.59	94,322.37	130,067.25
Payroll Manager	35.93	36.83	37.73	38.67	39.65	40.63	41.65	42.69	43.76	44.84	45.97	47.12	48.30	49.49	2,874.19	3,959.16	74,729.05	102,938.04
Principal Human Resources Analyst	39.84	40.79	41.82	42.86	43.94	45.04	46.16	47.32	48.49	49.72	50.96	52.24	53.53	54.88	3,184.80	4,390.02	82,804.83	114,140.64
Principal Planner	47.89	49.08	50.30	51.56	52.86	54.17	55.52	56.91	58.34	59.77	61.28	62.81	64.37	65.98	3,831.11	5,278.59	99,608.75	137,243.22
Project Manager	38.96	39.93	40.93	41.95	43.00	44.07	45.17	46.31	47.47	48.66	49.87	51.12	52.40	53.72	3,116.45	4,297.45	81,027.71	111,733.66
Projects and Grants Manager	39.81	40.79	41.82	42.86	43.94	45.04	46.16	47.32	48.49	49.72	50.96	52.24	53.53	54.88	3,184.80	4,390.02	82,804.83	114,140.64
Public Information Officer	38.96	39.93	40.93	41.95	43.00	44.07	45.17	46.31	47.47	48.66	49.87	51.12	52.40	53.72	3,116.45	4,297.45	81,027.71	111,733.66
Public Works Administration Manager	38.96	39.93	40.93	41.95	43.00	44.07	45.17	46.31	47.47	48.66	49.87	51.12	52.40	53.72	3,116.45	4,297.45	81,027.71	111,733.66
Public Works Manager	42.16	43.21	44.29	45.40	46.54	47.69	48.88	50.12	51.36	52.64	53.96	55.31	56.69	58.11	3,372.55	4,648.72	87,686.29	120,866.71
Purchasing Manager	39.81	40.79	41.82	42.86	43.94	45.04	46.16	47.32	48.49	49.72	50.96	52.24	53.53	54.88	3,184.80	4,390.02	82,804.83	114,140.64
Regulatory Compliance Manager	45.35	46.49	47.65	48.84	50.06	51.32	52.59	53.91	55.26	56.65	58.07	59.53	61.01	62.53	3,627.78	5,002.59	94,322.37	130,067.25
Senior Civil Engineer	52.10	53.40	54.73	56.10	57.50	58.94	60.41	61.92	63.47	65.05	66.68	68.35	70.06	71.81	4,167.79	5,744.93	108,362.59	149,368.13
Senior Construction Inspector	38.96	39.93	40.93	41.95	43.00	44.07	45.17	46.31	47.47	48.66	49.87	51.12	52.40	53.72	3,116.45	4,297.45	81,027.71	111,733.66
Senior Development Engineer	52.10	53.40	54.73	56.10	57.50	58.94	60.41	61.92	63.47	65.05	66.68	68.35	70.06	71.81	4,167.79	5,744.93	108,362.59	149,368.13
Senior Human Resources Analyst	36.77	37.69	38.63	39.60	40.59	41.60	42.64	43.71	44.80	45.92	47.07	48.25	49.46	50.70	2,941.60	4,056.00	76,481.60	105,456.00
Senior Information Systems Analyst	42.16	43.21	44.29	45.40	46.54	47.69	48.88	50.12	51.36	52.64	53.96	55.31	56.69	58.11	3,372.55	4,648.72	87,686.29	120,866.71
Senior Communications Analyst	42.16	43.21	44.29	45.40	46.54	47.69	48.88	50.12	51.36	52.64	53.96	55.31	56.69	58.11	3,372.55	4,648.72	87,686.29	120,866.71
Senior Plans Examiner	45.35	46.49	47.65	48.84	50.06	51.32	52.59	53.91	55.26	56.65	58.07	59.53	61.01	62.53	3,627.78	5,002.59	94,322.37	130,067.25
Senior Planner	45.35	46.49	47.65	48.84	50.06	51.32	52.59	53.91	55.26	56.65	58.07	59.53	61.01	62.53	3,627.78	5,002.59	94,322.37	130,067.25
Senior Traffic Engineer	52.10	53.40	54.73	56.10	57.50	58.94	60.41	61.92	63.47	65.05	66.68	68.35	70.06	71.81	4,167.79	5,744.93	108,362.59	149,368.13
Urban Forest Manager	38.96	39.93	40.93	41.95	43.00	44.07	45.17	46.31	47.47	48.66	49.87	51.12	52.40	53.72	3,116.45	4,297.45	81,027.71	111,733.66
Wastewater Treatment Manager	47.89	49.08	50.30	51.56	52.86	54.17	55.52	56.91	58.34	59.77	61.28	62.81	64.37	65.98	3,831.11	5,278.59	99,608.75	137,243.22