

**CITY OF CHICO AND
CHICO PUBLIC SAFETY ASSOCIATION
LETTER AGREEMENT
LATERAL RECRUITMENT &
RETENTION BONUSES**

Whereas, the City of Chico (“City”) and the Chico Public Safety Association (CPSA) reached a Memorandum of Understanding (“MOU”), effective July 1, 2021 through June 30, 2023; and

Whereas, the City and CPSA have agreed that recruitment and retention issues exist for qualified Public Safety Dispatch employees; and

Whereas, the City and CPSA have agreed that lateral recruitment and retention bonuses are effective at attracting and retaining qualified candidates for the Public Safety Dispatcher position; and

Whereas, the City and CPSA have agreed that offering a signing bonus of up to \$80,000 dollars for the first five (5) successfully hired Lateral Dispatchers will be beneficial in attracting qualified candidates for the Public Safety Dispatch position; and

Whereas, the City and CPSA have agreed that offering a retention bonus of \$40,000 to City of Chico employees who occupy the Public Safety Dispatcher/Communications Supervisor positions as of the date this agreement is fully executed will greatly aid the City in retention of qualified Dispatchers; and

Whereas, the bonuses shall be administered as follows, with the approval of City Council, and after ratification of this Side Letter Agreement:

Lateral Dispatcher Signing Bonus

The first five (5) incumbents hired by the City as a Lateral Public Safety Dispatcher shall be paid out the agreed-upon signing bonus in three (3) installments as follows:

- Forty thousand dollars (\$40,000) of the agreed-upon signing bonus amount shall be paid on the newly hired employee’s first paycheck.
- Twenty thousand dollars (\$20,000) of the agreed-upon signing bonus shall be paid out after successful completion of their required probationary period.
- The final twenty thousand dollars (\$20,000) of the agreed-upon signing bonus amount shall be paid upon the employee’s successful completion of twenty-four (24) months of continued employment as a Public Safety Dispatcher with the City.

Retention Bonus

Employees occupying the positions of Public Safety Dispatcher/Communications Supervisor as of the date this agreement is fully executed are eligible for a forty-thousand-dollar (\$40,000) retention bonus as follows:


- Twenty thousand dollars (\$20,000) of the agreed-upon retention bonus amount shall be paid out in the employee’s paycheck in the pay period following ratification of this side letter. If the employee is in their initial required probationary period, the first installment of the retention bonus will be paid out upon completion of the initial required probationary period.
- Twenty thousand dollars (\$20,000) is payable following the completion of twenty-four (24) months of continued employment after employee receipt of the initial installment of the retention bonus.

THEREFORE, IT IS AGREED AS FOLLOWS:

1. The City and CPSA agree to the terms set forth in this Side Letter Agreement and any amendments or modifications to the Side Letter Agreement shall be in writing, signed and dated by both parties, and approved by City Council.
2. All other sections of the 2021 CPSA MOU shall remain in full force and effect.


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

CPSA

By:  Oct 27, 2023
January Slattery (Oct 27, 2023 18:10 PDT)
 January Slattery (Date)
 Chapter President

By: Jon Crawford Oct 27, 2023
 Jon Crawford (Date)
 CPSA Representative

CITY OF CHICO

By:  Oct 30, 2023
Chelsea Phebus (Oct 30, 2023 09:04 PDT)
 Chelsea Phebus (Date)
 Director of Human Resources/Risk

By: Mark Sorensen Oct 30, 2023
Mark Sorensen (Oct 30, 2023 09:04 PDT)
 Mark Sorensen
 City Manager

Approved as to Form:

By: John W. Lam Oct 30, 2023
John W. Lam (Oct 30, 2023 10:41 PDT)
 John Lam (Date)
 City Attorney*

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