

SIDE LETTER AGREEMENT BETWEEN  
CITY OF CHICO AND CHICO PUBLIC SAFETY ASSOCIATION  
REGARDING BILINGUAL PAY

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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 (“City”) and Chico Police Safety Association (“CPSA”) effective July 1, 2023 through June 30, 2025 (“2023 MOU-CPSA”), this Side Letter Agreement is entered into on May 21, 2024, between the City and the CPSA (“Side Letter Agreement”) as an amendment to the 2023 MOU-CPSA. 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.

Therefore, the City and Union agree as follows for Article 5, section 5.8.A. – Bilingual Differential Pay Assignment, effective June 2, 2024, after ratification and approval:

2. **Assignment.** Assignment to Bilingual Differential Pay eligibility shall be made by Chief of Police from among those Employees who are qualified for such assignment. Such assignment shall occur only when Chief of Police determines that a need and benefit exist ~~and is limited to a maximum of five (5) Employees at any time.~~ While only Spanish and Hmong language skills are recognized as having the level of benefit to the Police Department which would result in authorization for a Bilingual Differential Pay, City reserves the right to extend the benefit to other languages as the need and opportunity arise. The City will authorize up to ten (10) bilingual pay assignments at any one time. The City reserves the right to modify the number of assignments based on the needs of the City.


1. This Letter Agreement shall remain in effect for the duration of the 2023 MOU-CPSA, which expires June 30, 2025.
2. Any amendments or modifications to this Letter Agreement shall be in writing, signed and dated by both parties.

Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by CPSA in the 2023 MOU-CPSA shall remain in full force and effect.

Signed and dated as follows:

For Chico Public Safety Association:

For the City of Chico:

  
January Slattery (May 11, 2024 22:32 PDT)

05/11/24

January Slattery, President

(Date)



11/05/24

Chelsea Phebus, Director HR/RM (Date)

Jon Crawford 05/11/24  
Jon Crawford, CPSA Representative (Date)

Mark Sorensen 05/12/24  
Mark Sorensen (May 12, 2024 07:13 PDT)  
Mark Sorensen, City Manager (Date)

Approved As To Form:

John W. Lam  
John W. Lam (May 13, 2024 10:29 PDT)  
John Lam, City Attorney\*  
\*Pursuant to The Charter of the City of Chico,  
Section 906 (D)