

SIDE LETTER AGREEMENT  
BETWEEN CITY OF CHICO AND INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS  
REGARDING CONTRACT REOPENER

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Pursuant to the provisions of the Meyers-Milias-Brown Act ("MMBA") and Subarticle 1.10, entitled "Letter Agreement for Variation of Provisions" of the Memorandum of Understanding between the City of Chico ("City") and International Association of Fire Fighters ("IAFF") effective July 1, 2021 through June 30, 2025 ("2022 MOU - IAFF"), this Side Letter Agreement is entered into on May 7, 2024, between the City and IAFF ("Side Letter Agreement") as an amendment to the 2022 MOU - IAFF. 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 IAFF in the 2022 MOU - IAFF shall remain in full force and effect.

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

**1.4 TERM.**

**A. Term.** Unless otherwise specifically provided for herein, all of the terms, conditions, and provisions of this MOU shall be effective for the period of July 1, 2021, through June 30, 2025~~7~~. Such term shall remain in full force and effect; however, such terms, conditions, and provisions shall only be applicable to those Employees who are employed on and after the date that this MOU/Side letter is approved by Council. This MOU supersedes and replaces in all respects the terms, conditions, and provisions established in all prior MOUs.

**2.1 BASIC PAY PLAN**

**A. Established.** A Basic Pay Plan shall be established consisting of pay ranges to which each applicable job title shall be assigned. A pay range shall consist of one (1) Entry ("X") step and seven (7) pay steps. For each of said steps there shall be established an hourly pay rate and said steps shall be entitled Entry ("X") Step, "A" Step, "B" Step, "C" Step, "D" Step, "E" Step, "F" Step, and "G" Step. ~~For employees hired after date of adoption of this MOU, a Pay Range shall consist of fourteen (14) Pay Steps. Each of the fourteen (14) steps shall have an hourly Basic Pay Rate and shall be titled as Steps A—N. Said Pay Plan is set forth on the attached Exhibit "B."~~

**B. Assignment to Ranges.** Employees shall be assigned to hourly pay rates within the ranges of said Plan by applicable job title in the manner set forth on the attached Exhibit "B."

**C. Step Progression.**

1. **Conditioned Upon Performance.** Except as otherwise provided for hereinbelow, progression through Steps Entry ("X") through "NG" of said pay ranges in said Plan for said job titles shall be subject to and conditioned upon the Employee achieving at least a "Fulfills Job Requirements" Summary Performance Rating on the Employee's "Employee Performance Report" ("satisfactory completion") for each of the time periods required to progress in the Pay Plan range, in accordance with the time sequence of progression set forth below.

**D. Pay Range Increases.**

1. Effective the first full pay period after ~~ratification and approval~~ July 1, 2024, the City shall provide a ~~five-seven~~ percent (~~57~~%) General Salary Increase (GSI) to IAFF members as specified in Exhibit B; ~~retroactive to September 11, 2022~~.

2. Effective the first full pay period after July 1, 2023~~5~~, the City shall provide a five percent (5%) GSI as specified in Exhibit B.

3. Effective the first full pay period after January 1, 2027, the City shall provide a five percent (5%) GSI as specified in Exhibit B.

**B. Educational Incentive Pay (EIP).**

1. **Established.** Employees ~~who qualified for the EIP on or before June 30, 1989,~~ shall be eligible to ~~continue receiving such~~ receive EIP at the levels established below. ~~Employees hired on or after August 7, 1990, shall not be eligible to receive EIP; however, such Employees shall be eligible to participate in the City's Education Reimbursement Program, pursuant to Administrative Policy and Procedure (AP&P) 15-5, as amended.~~

2. **Qualifying Educational Degrees ~~Program Areas~~.**

a. ~~Certificate of Achievement in Fire Science, requiring a minimum of thirty-two (32) semester units to complete, from an accredited college or university.~~

~~b. Associate in Arts Degree in a Fire Science major, or an equivalent of sixty (60) semester units in a Fire Science major from an accredited college or university, and forty (40) semester units of which shall be in Fire Science related courses.~~

~~ae. A Bachelor's Degree from an accredited college or university in one of the following educational program areas,:~~

~~1. Business Administration~~

~~2. Fire Science or Fire Administration~~

~~3. A professional engineering program in chemical engineering, civil engineering, electrical engineering, or mechanical engineering.~~

~~4. Public Administration~~

~~5. Political Science~~

~~b. A Master's Degree from an accredited college or university.~~

**3. Incentive Pay Levels; ~~Accreditation of Credits and Required Grade Point Average.~~** Employees fulfilling the requirements of the EIP shall be entitled to receive the following additional pay, over and above the Basic Pay rate established in Exhibit "B," Additional pay shall be based on the highest degree level achieved and shall not be cumulative (i.e., maximum 3% incentive).

~~a. Certificate of Achievement in Fire Science - \$25.00 per month.~~

~~b. Associate of Arts Degree or the equivalent of sixty (60) semester units - \$50.00 per month.~~

~~ea. Bachelor's Degree - \$75.00 per month 2%~~

~~b. Master's Degree - 3%~~

~~Subject to the exclusions set forth below, all said degrees and/or equivalent semester credits shall be deemed qualifying if granted by an educational institution accredited by a Regional Accreditation Association or Specialized Accreditation Agency. In all cases, eligible Employees shall have attained a grade point average of "C" in any qualifying credit earned. Employees possessing a Bachelor's Degree or higher will be eligible qualify for participation in for the EIP~~



at the 2% level effective the first full pay period after July 1, 2024. Employees possessing a Master's Degree will be eligible for ~~qualify for participation in~~ the EIP at the 3% level effective the first full pay period after July 1, 2025.

~~4. Exclusions - Educational Reimbursement. It is hereby understood and agreed that Employees receiving EIP additional pay shall not be eligible for educational reimbursement payments as authorized by AP&P 15-5, as amended.~~


F. Certificate Pay - Amounts. Employees possessing the certifications listed below (who are not serving on and receiving Special Team pay for the same subject matter) shall receive additional compensation over and above said Employee's basic pay which shall be included in the Employee's regular hourly rate during the term of such assignment. Additional compensation for Certificate Pay shall be defined as a percentage of the Employee's regular hourly rate as listed below. The maximum percentage any Employee is entitled to receive under this section is three percent (3%).


Hazardous Materials Certificate	1%
Swift Water Rescue	1%
Rope Rescue	1%
All Terrain Vehicle (ATV) Operator	1%

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Signed and dated as follows:


For IAFF:

 22/04/24  
Brent Bickley (Apr 22, 2024 13:40 PDT) (Date)

 22/04/24  
Christopher Dean (Apr 22, 2024 14:13 PDT) (Date)

For the City of Chico:

 22/04/24  
Chelsea Phebus, Director of HR/RM (Date)

 22/04/24  
Mark Sorensen (Apr 22, 2024 18:55 PDT) (Date)

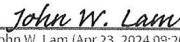
  
\_\_\_\_\_  
Jacob Atlas (Apr 22, 2024 17:02 PDT)

22/04/24

Jacob Atlas

(Date)

Approved As To Form And Content:

  
\_\_\_\_\_  
John W. Lam (Apr 23, 2024 09:26 PDT)

John Lam, City Attorney\*

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

**MEMORANDUM OF UNDERSTANDING BETWEEN CITY OF CHICO AND THE  
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS REGARDING WAGES, HOURS  
AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT  
JULY 1, 2021 TO JUNE 30, 2027<sup>5</sup>  
(2022 MOU-IAFF)**

**EXHIBIT "B"**

**BASIC PAY PLAN (For Employees hired prior to May 21, 2019)**

EFFECTIVE: September 26, 2021 (5% General Salary Increase)

	Entry (X)	Hourly Pay Rates						
		A	B	C	D	E	F	G
Firefighter	19.43	20.44	21.43	22.50	23.63	24.81	26.05	27.35
Fire Apparatus Engineer		23.63	24.81	26.05	27.35	28.72	30.16	31.67
Fire Captain		27.35	28.72	30.16	31.67	33.25	34.91	36.66
Fire Duty Officer	<i>Pursuant to Out of Class Pay</i>							
Fire Lieutenant**		27.35	28.72	30.16	31.67	33.25	34.91	36.66
Fire Prevention Specialist*		28.59	30.02	31.52	33.10	34.75	36.49	38.31
Fire Prevention Inspector*		36.48	38.30	40.22	42.23	44.34	46.56	48.89
Fire Prevention Officer*		42.23	44.34	46.56	48.89	51.33	53.90	56.59

EFFECTIVE: September 11, 2022 (5% General Salary Increase)

	Entry (X)	Hourly Pay Rates						
		A	B	C	D	E	F	G
Firefighter	20.40	21.43	22.50	23.63	24.81	26.05	27.35	28.72
Fire Apparatus Engineer		24.81	26.05	27.35	28.72	30.16	31.67	33.25
Fire Captain		28.72	30.16	31.67	33.25	34.91	36.66	38.49
Fire Duty Officer	<i>Pursuant to Out of Class Pay</i>							
Fire Lieutenant**		28.72	30.15	31.67	33.25	34.91	36.66	38.49
Fire Prevention Specialist*		30.02	31.52	33.10	34.75	36.49	38.31	40.23
Fire Prevention Inspector*		38.30	40.22	42.23	44.34	46.56	48.89	51.33
Fire Prevention Officer*		44.34	46.56	48.89	51.33	53.90	56.59	59.42

EFFECTIVE: July 1, 2023 (5% General Salary Increase)

	Entry (X)	Hourly Pay Rates						
		A	B	C	D	E	F	G
Firefighter	21.42	22.50	23.63	24.81	26.05	27.35	28.72	30.15
Fire Apparatus Engineer		26.05	27.35	28.72	30.16	31.66	33.25	34.92
Fire Captain		30.15	31.66	33.25	34.92	36.66	38.49	40.42
Fire Duty Officer	<i>Pursuant to Out of Class Pay</i>							
Fire Lieutenant**		30.15	31.66	33.25	34.91	36.66	38.49	40.42
Fire Prevention Specialist*		31.52	33.10	34.75	36.49	38.31	40.23	42.24
Fire Prevention Inspector*		40.22	42.23	44.34	46.56	48.89	51.33	53.90
Fire Prevention Officer*		46.56	48.89	51.33	53.90	56.59	59.42	62.39

**BASIC PAY PLAN (For Employees hired on or after May 21, 2019)**

EFFECTIVE: September 26, 2021 (5% General Salary Increase)

	Hourly Pay Rates													
	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Firefighter	19.84	20.34	20.85	21.37	21.90	22.45	23.01	23.59	24.18	24.78	25.40	26.03	26.68	27.35
Fire Apparatus Engineer	22.98	23.55	24.14	24.74	25.36	25.99	26.64	27.31	27.99	28.69	29.41	30.15	30.90	31.67
Fire Captain	26.60	27.27	27.95	28.65	29.37	30.10	30.85	31.62	32.41	33.22	34.05	34.90	35.77	36.66
Fire Duty Officer	<i>Pursuant to Out of Class Pay</i>													
Fire Lieutenant**	26.60	27.27	27.95	28.65	29.37	30.10	30.85	31.62	32.41	33.22	34.05	34.90	35.77	36.66
Fire Prevention Specialist*	27.78	28.47	29.18	29.91	30.66	31.43	32.22	33.03	33.86	34.71	35.58	36.47	37.38	38.31
Fire Prevention Inspector*	35.47	36.36	37.27	38.20	39.15	40.13	41.13	42.16	43.21	44.29	45.40	46.54	47.70	48.89
Fire Prevention Officer*	41.05	42.08	43.13	44.21	45.32	46.45	47.61	48.80	50.02	51.27	52.55	53.86	55.21	56.59

\* Denotes 40-hour work week. All others are 56-hour work week.

\*\* Added pursuant to the Binding Arbitration Award & Opinion NB 3226 by Norman Brand, dated July 16, 2010, and the Grievance Settlement Agreement regarding the implementation for Fire Lieutenant.

EFFECTIVE: September 11, 2022 (5% General Salary Increase)

	Hourly Pay Rates													
	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Firefighter	20.83	21.36	21.89	22.44	23.00	23.57	24.16	24.77	25.39	26.02	26.67	27.33	28.01	28.72
Fire Apparatus Engineer	24.13	24.73	25.35	25.98	26.63	27.29	27.97	28.68	29.39	30.12	30.88	31.66	32.45	33.25
Fire Captain	27.93	28.63	29.35	30.08	30.84	31.61	32.39	33.20	34.03	34.88	35.75	36.65	37.56	38.49
Fire Duty Officer	<i>Pursuant to Out of Class Pay</i>													
Fire Lieutenant**	27.93	28.63	29.35	30.08	30.84	31.61	32.39	33.20	34.03	34.88	35.75	36.65	37.56	38.49
Fire Prevention Specialist*	29.17	29.89	30.64	31.41	32.19	33.00	33.83	34.68	35.55	36.45	37.36	38.29	39.25	40.23



Fire Prevention Inspector*	37.24	38.18	39.13	40.11	41.11	42.11	43.19	44.27	45.37	46.50	47.67	48.87	50.09	51.33
Fire Prevention Officer*	43.10	44.18	45.29	46.42	47.59	48.77	49.99	51.24	52.52	53.83	55.18	56.55	57.97	59.42

\* Denotes 40-hour work week. All others are 56-hour work week.

\*\* Added pursuant to the Binding Arbitration Award & Opinion NB 3226 by Norman Brand, dated July 16, 2010, and the Grievance Settlement Agreement regarding the implementation for Fire Lieutenant, as signed by the City of Chico on October 28, 2010, and IAFF Local 2734 on October 29, 2010.

EFFECTIVE: July 1, 2023 (5% General Salary Increase)

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Firefighter	21.87	22.42	22.99	23.56	24.14	24.75	25.37	26.01	26.66	27.32	28.00	28.70	29.41	30.15
Fire Apparatus Engineer	25.34	25.96	26.61	27.28	27.96	28.65	29.37	30.11	30.86	31.63	32.42	33.24	34.07	34.92
Fire Captain	29.33	30.07	30.84	31.59	32.38	33.19	34.01	34.86	35.73	36.63	37.54	38.48	39.44	40.42
Fire Duty Officer	<i>Pursuant to Out of Class Pay</i>													
Fire Lieutenant**	29.33	30.07	30.84	31.59	32.38	33.19	34.01	34.86	35.73	36.63	37.54	38.48	39.44	40.42
Fire Prevention Specialist*	30.63	31.39	32.17	32.98	33.80	34.65	35.52	36.42	37.33	38.27	39.23	40.21	41.21	42.24
Fire Prevention Inspector*	39.11	40.09	41.09	42.12	43.16	44.24	45.35	46.48	47.64	48.83	50.05	51.31	52.59	53.90
Fire Prevention Officer*	45.26	46.39	47.55	48.74	49.97	51.24	52.49	53.80	55.15	56.53	57.94	59.38	60.87	62.39

EFFECTIVE: July 14, 2024

	Hourly Pay Rates							
	Entry (X)	A	B	C	D	E	F	G
Firefighter	\$22.94	\$24.09	\$25.29	\$26.55	\$27.88	\$29.27	\$30.73	\$32.26
Fire Apparatus Engineer		\$27.89	\$29.28	\$30.74	\$32.28	\$33.89	\$35.58	\$37.36
Fire Captain		\$32.28	\$33.89	\$35.58	\$37.36	\$39.23	\$41.19	\$43.25
Fire Duty Officer	<i>Pursuant to Out of Class Pay</i>							
Fire Lieutenant**		\$32.28	\$33.89	\$35.58	\$37.36	\$39.23	\$41.19	\$43.25
Fire Prevention Specialist *		\$33.72	\$35.41	\$37.18	\$39.04	\$40.99	\$43.04	\$45.19
Fire Prevention Inspector *		\$43.04	\$45.19	\$47.45	\$49.82	\$52.31	\$54.93	\$57.67
Fire Prevention Officer *		\$49.81	\$52.30	\$54.92	\$57.67	\$60.55	\$63.58	\$66.76

EFFECTIVE: July 13, 2025

	Hourly Pay Rates							
	Entry (X)	A	B	C	D	E	F	G
Firefighter	\$24.08	\$25.28	\$26.54	\$27.87	\$29.26	\$30.72	\$32.26	\$33.88
Fire Apparatus Engineer		\$29.28	\$30.74	\$32.28	\$33.89	\$35.58	\$37.36	\$39.23
Fire Captain		\$33.89	\$35.58	\$37.36	\$39.23	\$41.19	\$43.25	\$45.41
Fire Duty Officer	<i>Pursuant to Out of Class Pay</i>							
Fire Lieutenant**		\$33.89	\$35.58	\$37.36	\$39.23	\$41.19	\$43.25	\$45.41
Fire Prevention Specialist *		\$35.41	\$37.18	\$39.04	\$40.99	\$43.04	\$45.19	\$47.45
Fire Prevention Inspector *		\$45.18	\$47.44	\$49.81	\$52.30	\$54.92	\$57.67	\$60.56
Fire Prevention Officer *		\$52.30	\$54.92	\$57.67	\$60.55	\$63.58	\$66.76	\$70.10

EFFECTIVE: First full pay period in January 2027

	Hourly Pay Rates							
	Entry (X)	A	B	C	D	E	F	G
Firefighter	\$25.29	\$26.55	\$27.88	\$29.27	\$30.73	\$32.27	\$33.88	\$35.57
Fire Apparatus Engineer		\$30.74	\$32.28	\$33.89	\$35.58	\$37.36	\$39.23	\$41.19
Fire Captain		\$35.58	\$37.36	\$39.23	\$41.19	\$43.25	\$45.41	\$47.68
Fire Duty Officer	<i>Pursuant to Out of Class Pay</i>							
Fire Lieutenant		\$35.58	\$37.36	\$39.23	\$41.19	\$43.25	\$45.41	\$47.68
Fire Prevention Specialist *		\$37.18	\$39.04	\$40.99	\$43.04	\$45.19	\$47.45	\$49.83
Fire Prevention Inspector *		\$47.45	\$49.82	\$52.31	\$54.93	\$57.68	\$60.56	\$63.59
Fire Prevention Officer *		\$54.92	\$57.67	\$60.55	\$63.58	\$66.76	\$70.10	\$73.60

\* Denotes 40 hour work week. All others are 56 hour work week.