

**SIDE LETTER AGREEMENT  
BETWEEN CITY OF CHICO AND INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS  
REGARDING SALARY ADJUSTMENTS**

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Pursuant to the provisions of the Meyers-Milias-Brown Act (“MMBA”) and Article 1, Section 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”) Regarding Pay, Hours and Other Terms and Conditions of Employment for the Period of January 1, 2021 through June 30, 2025 ("2022 MOU – IAFF"), the City and IAFF (collectively referred to as "the Parties") enter into this Side Letter of Agreement as an amendment to the 2022 MOU – IAFF. Unless identified in one of the sections below, all other language of the 2022 MOU – IAFF remains unchanged and in full force and effect.

Therefore, the Parties agree to the following:

Effective January 14, 2024, a one-time pay step adjustment will be granted in exception to Article Two – Pay, Section 2 – Period of Service for Progression. Eighteen (18) IAFF members on the fourteen (14) pay step pay plan will have their pay step adjusted to realign the pay based on their period of service with the City and the City’s current hiring step process. The eighteen (18) IAFF members and the movement within pay steps are identified below.

| Employee Name       | Primary Assignment      | Current Step | New Step |
|---------------------|-------------------------|--------------|----------|
| CARRIO, LAYTON      | FIRE FIGHTER            | F            | G        |
| FURLONG, SEAN       | FIRE FIGHTER            | F            | G        |
| HERNANDEZ, ARTURO   | FIRE FIGHTER            | F            | G        |
| MCGOWAN, HOUSTON    | FIRE FIGHTER            | F            | G        |
| MILLER, SPENCER     | FIRE FIGHTER            | F            | G        |
| SHANNON, HARRISON   | FIRE FIGHTER            | F            | G        |
| SWITZER, COLIN      | FIRE FIGHTER            | F            | G        |
| WARD, JAKE          | FIRE FIGHTER            | F            | G        |
| JACKSON, JOSHUA     | FIRE FIGHTER            | E            | G        |
| CABRAL, BRETT       | FIRE FIGHTER            | F            | H        |
| DIAZ, CORY          | FIRE FIGHTER            | F            | H        |
| HEALY, MICHAEL      | FIRE FIGHTER            | F            | H        |
| PERRY, JOSEPH       | FIRE FIGHTER            | F            | H        |
| SADUDDIN, JACOB     | FIRE FIGHTER            | G            | H        |
| OLYMPIA, AMIR       | FIRE FIGHTER            | E            | F        |
| RYAN, JAMES         | FIRE FIGHTER            | E            | F        |
| KOMAN, COLIN        | FIRE FIGHTER            | H            | I        |
| MARKEY, CHRISTOPHER | FIRE APPARATUS ENGINEER | E            | F        |

Signed and dated as follows:

For International Association of Fire Fighters:

For the City of Chico:

  
Ken Smith (Feb 27, 2024 12:57 PST)

Feb 27, 2024

Ken Smith, President (Date)  
Labor Relations Representative



Feb 27, 2024

Chelsea Phebus (Date)  
Director of HR/RM

  
Mark Sorensen (Feb 28, 2024 13:59 PST)

Feb 28, 2024

Mark Sorensen (Date)  
City Manager

Approved as to Form:

  
John W. Lam (Feb 29, 2024 08:58 PST)

John Lam  
City Attorney\*

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