

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND CHICO POLICE OFFICERS ASSOCIATION REGARDING LATERAL SIGNING BONUS

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 Officers Association ("CPOA") effective January 1, 2018 through December 31, 2020 ("2018MOU-CPOA"), this Letter Agreement is entered into on October 15, 2020, between the City and the CPOA ("Letter Agreement") as an amendment to the 2018 MOU-CPOA. It is understood and agreed that the specific provisions contained in this 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 CPOA in the 2018 MOU-CPOA shall remain in full force and effect.

Therefore, the City and Union agree as follows:

1. It is understood that the City of Chico Police Department has experienced noteworthy recruitment and retention issues for qualified Police Officers. It is further understood that the below referenced signing bonus is less costly than sending a Police Academy Trainee through the Police Academy, which can cost the City up to \$40,000 per candidate. Additionally, lateral Police Officers will provide the City with improved efficiency in its ability to faster deploy seasoned officers into the field. This Side Letter, in addition to the other tools already implemented, further improve the City's competitiveness in ensuring a safe community. As such, Effective October 15, 2020, the City and CPOA agree that:

New Lateral Police Officers hired by the City of Chico Police Department, only after October 15, 2020, are eligible for a signing bonus of \$10,000. Newly hired officers will be paid this bonus in three (3) installments.

Newly hired Officers will receive their first installment of \$4,000 on their first paycheck. Thereafter, the officer will receive their remaining two (2) installments of \$3,000 after the successful completion of the Field Training Program, and then after successful completion of the required probationary period.

2. This agreement shall remain in effect until December 31, 2021. *2022*
3. Any amendments or modifications to this Letter Agreement shall be in writing, signed and dated by both parties.

TR
2-14-22

Signed and dated as follows:

For Chico Employee Association:

Jeff Kozak #70/3820 10/27/20
Jeff Kozak, President (Date)

For the City of Chico:

Mark Orme 10-26-2020
Mark Orme, City Manager (Date)

Approved As To Form And Content:

Andrew Jared
Andrew Jared, City Attorney*

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