

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND CHICO PUBLIC SAFETY ASSOCIATION REGARDING 2022 REOPENER RESOLUTION

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, 2021 through June 30, 2023 (“2021 MOU-CPSA”), this Letter Agreement is entered into on January 2, 2022, between the City and the CPSA (“Letter Agreement”) as an amendment to the 2021 MOU-CPSA. 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 CPSA in the 2021 MOU-CPSA shall remain in full force and effect.

Therefore, the City and Union agree as follows for the 2022 Reopener Resolution, effective the first pay period after ratification and approval:

Pay Range Increases

City shall provide a three percent (3%) General Salary Increase for all CPSA members as well as an additional twelve percent (12%), for a combined total of fifteen percent (15%), for all Dispatch – Entry/Intermediate/Advanced and Communications Supervisor positions. Two vacant positions within Dispatch shall be frozen to fund the additional pay range increase within Dispatch and will be reassessed after remaining vacancies are filled.

Lateral Signing Bonus

A Lateral Signing Bonus of \$20,000.00 is available for all newly hired Public Safety Dispatcher – Intermediate employees. Employees will receive the first installment of \$10,000.00 on their first paycheck. Thereafter, the Public Safety Dispatcher – Intermediate employee will receive the

remaining two (2) installments of \$5,000.00 after the successful completion of the Field Training Program, and then after successful completion of the required 18-month probationary period.

MOU Section 6.7.D.6, Uniform Allowance

Allocated Uniform Allowance shall be increased to \$900 for the following positions:

- Animal Control Officers
- Community Services Officers

Referral Incentive

Through conversation, relationships, mentoring and networking, employees have the opportunity to contribute to the wealth of talent the City employs. City Employees are encouraged to refer applicants to vacant Public Safety Dispatcher positions.

For every referral from a City Employee that is successfully hired, the City Employee will receive a Referral Incentive Bonus (paid in two parts). There shall be no limit as to how many referrals an employee can submit.

Employees shall submit an email to Human Resources identifying the referred applicant and the applicable position prior to the applicant submitting their application materials.

Once the applicant successfully completes all phases of the examination and background process, and has been appointed to the designated position, the City Employee shall be eligible to receive the first referral bonus.

Once the applicant has successfully completed the established probationary period, the City Employee shall be eligible to receive the second and final referral bonus.

Each bonus will be a one-time, non-pensionable amount of \$750.00 (\$1,500 total per referral).

The following exclusions shall apply:

- Only one City Employee, per applicant, shall be eligible for the Referral Incentive;

- A referral for an existing City Employee shall not be eligible for the Referral Incentive;
- City Employees who have separated employment forfeit eligibility for Referral Incentives not yet paid at time of separation;
- City Employees involved in the hiring process shall not be eligible for the Referral Incentive.

1. This Letter Agreement shall remain in effect for the duration of the 2021 MOU-CPSA, which expires June 30, 2023.
2. Any amendments or modifications to this Letter Agreement shall be in writing, signed and dated by both parties.

Signed and dated as follows:

For Chico Public Safety Association:




 Sheri Marshall, President (Date)

For the City of Chico:


 12-12-2022

 Mark Sorensen, City Manager (Date)


 Steve Allen (Dec 12, 2022 14:42 PST) Dec 12, 2022

 CPSA Representative (Date)

Approved As To Form:



 Vincent C. Ewing, City Attorney*
 *Pursuant to The Charter of the City of
 Chico, Section 906 (D)