

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND CHICO PUBLIC SAFETY ASSOCIATION REGARDING EXHIBIT B ADJUSTMENTS

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 October 18, 2021, 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, effective October 24, 2021, the City and Union agree to the following modifications to certain Terms and Conditions of Employment:

The Records Division of the Chico Police Department has experienced devastating attrition rates since 2020 – over 44% on average. In addition, the salary ranges for both the Records Technician I and Records Technician II classifications are approximately 16.5% below market value. The City is committed to ensuring adequate staffing within the Records Division – the first step is to amend the salary table pursuant to the attached Exhibit B.

In addition, the salary ranges for the Animal Control Officer and Community Service Officer classifications are being amended to bring those divisions up to market value as well.

EXHIBIT B (ATTACHED)

Exhibit B is modified to support the above referenced changes.

1. Any amendments or modifications to this Letter Agreement shall be in writing, signed and dated by both parties.

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Signed and dated as follows:

For Chico Public Safety Association:


Sheri Marshall, President (Date) 10/20/21


Ryan Friesen, Representative (Date) 10/21/21

For the City of Chico:


Mark Orme, City Manager (Date)

Approved As To Form:


Vincent C. Ewing, City Attorney*

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

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF CHICO
AND
THE CHICO PUBLIC SAFETY ASSOCIATION
REGARDING PAY, HOURS, AND OTHER TERMS AND
CONDITIONS OF EMPLOYMENT FOR THE PERIOD OF
JULY 1, 2021 - JUNE 30, 2023
(2021 MOU CPSA)**

**EXHIBIT "B"
SCHEDULE OF HOURLY PAY RATES**

EFFECTIVE: October 24, 2021 pursuant to CPSA Letter Agreement

HOURLY PAY RATES								
<i>All employees hired prior to August 4, 2016</i>								
	A	B	C	D	E	F	G	H
Animal Control Officer I	17.19	18.05	18.95	19.90	20.90	21.95	23.05	23.63
Animal Control Officer II	19.11	20.07	21.07	22.12	23.23	24.39	25.61	26.25
Animal Control Supervisor	21.60	22.67	23.81	25.00	26.26	27.56	28.94	29.67
Communications Supervisor	26.18	27.49	28.86	30.30	31.82	33.41	35.08	35.96
Community Services Officer I	17.19	18.05	18.95	19.90	20.90	21.95	23.05	23.63
Community Services Officer II	19.11	20.07	21.07	22.12	23.23	24.39	25.61	26.25
Parking Services Specialist	15.90	16.69	17.53	18.41	19.33	20.29	21.31	21.84
Police Records Supervisor	22.56	23.70	24.88	26.12	27.43	28.80	30.24	30.99
Police Records Technician I	16.98	17.83	18.72	19.66	20.64	21.67	22.75	23.32
Police Records Technician II	18.63	19.56	20.54	21.57	22.65	23.78	24.97	25.59
Public Safety Dispatcher Entry	19.70	20.68	21.71	22.80	23.94	25.14	26.40	27.06
Public Safety Dispatcher Intermediate	21.17	22.23	23.34	24.51	25.74	27.03	28.38	29.09
Public Safety Dispatcher Advanced	22.76	23.90	25.10	26.36	27.68	29.06	30.51	31.27

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JULY 1, 2021 - JUNE 30, 2023
(2021 MOU CPSA)**

**EXHIBIT "B"
SCHEDULE OF HOURLY PAY RATES**

EFFECTIVE: October 24, 2021 pursuant to CPSA Letter Agreement

All Employees hired AFTER August 3, 2016

HOURLY PAY RATES

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Animal Control Officer I	17.14	17.57	18.01	18.46	18.92	19.39	19.87	20.37	20.88	21.40	21.94	22.49	23.05	23.63
Animal Control Officer II	19.04	19.52	20.01	20.51	21.02	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.61	26.25
Animal Control Supervisor	21.51	22.05	22.60	23.17	23.75	24.34	24.95	25.57	26.21	26.87	27.54	28.23	28.94	29.67
Communications Supervisor	26.08	26.73	27.40	28.09	28.79	29.51	30.25	31.01	31.79	32.58	33.39	34.22	35.08	35.96
Community Services Officer I	17.14	17.57	18.01	18.46	18.92	19.39	19.87	20.37	20.88	21.40	21.94	22.49	23.05	23.63
Community Services Officer II	19.04	19.52	20.01	20.51	21.02	21.55	22.09	22.64	23.21	23.79	24.38	24.99	25.61	26.25
Parking Services Specialist	15.82	16.22	16.63	17.05	17.48	17.92	18.37	18.83	19.30	19.78	20.27	20.78	21.30	21.84
Police Records Supervisor	22.48	23.04	23.62	24.21	24.82	25.44	26.08	26.73	27.40	28.08	28.78	29.50	30.24	30.99
Police Records Technician I	16.92	17.34	17.77	18.21	18.67	19.14	19.62	20.11	20.61	21.13	21.66	22.20	22.75	23.32
Police Records Technician II	18.56	19.02	19.50	19.99	20.49	21.00	21.53	22.07	22.62	23.19	23.77	24.36	24.97	25.59
Public Safety Dispatcher Entry	19.63	20.12	20.62	21.14	21.67	22.21	22.77	23.34	23.92	24.52	25.13	25.76	26.40	27.06
Public Safety Dispatcher Intermediate	21.10	21.63	22.17	22.72	23.29	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09
Public Safety Dispatcher Advanced	22.68	23.25	23.83	24.43	25.04	25.67	26.31	26.97	27.64	28.33	29.04	29.77	30.51	31.27