

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND CHICO POLICE OFFICERS ASSOCIATION REGARDING SALARY 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 Officers Association (“CPOA”) effective January 1, 2018 through December 31, 2020 (“2018 MOU-CPOA”), this Letter Agreement is entered into on December 1, 2019, 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 to the following:

Salary Adjustments shall be authorized by a Department Director, with City Manager approval, to advance an employee on their applicable salary schedule two (2) steps on their anniversary date. Such advancement shall be made only to address a retention issue and must be provided within the constraints of the existing departmental fiscal year budget. Such advancement shall only apply to those employees currently on Step A through Step F of the 14-step salary schedule.

A retention issue shall be defined as a finding of a recruitment and retention issue by the Department Director, as affirmed by the Human Resources Department, and confirmed by the City Manager.

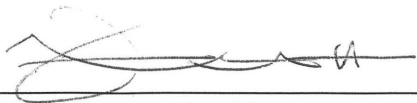
This letter agreement shall be in effect through June 30, 2020.

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

Signed and dated as follows:

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For Chico Police Officers' Association:



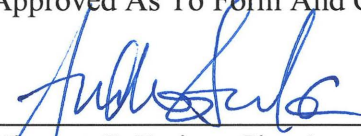
James Parrott, President (Date)

For the City of Chico:

 12/12/12

Mark Orme, City Manager (Date)

Approved As To Form And Content:



Vincent C. Ewing, City Attorney*

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