

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND THE UNITED PUBLIC EMPLOYEES OF CALIFORNIA, LOCAL 792, REGARDING PROMOTIONAL STEP ADVANCEMENT

Pursuant to Subarticle 1.6, entitled "Letter Agreement for Variation of Provisions" of the Memorandum of Understanding between the City of Chico and Chico Employees Association Regarding Pay, Hours and Other Terms and Conditions of Employment for the Period of January 1, 2019 through December 31, 2021 (2019 CEA MOU)," the City of Chico (City) and United Public Employees of California, Local 792 (Formerly: Chico Employees Association) enter into this Letter Agreement to document a greater than 5% Promotional step Advancement for Robyn Ryan.

Therefore, the City and UPEC agree as follows:

Robyn Ryan's current position is an Administrative Analyst II in the Engineering division of Public Works. Ryan's current salary is \$26.58/hour. Through the budget process, a reorganization was evaluated, as it relates to the purchasing function within Engineering – this evaluation included the inclusion of a new UPEC position: Contracts Specialist. This new position falls within the "Administrative/Clerical" Career Ladder.

Effective July 4, 2021, Ms. Ryan was career ladder appointed to the Contracts Specialist position. Pursuant to past practice, promoting employees receive at least a 5% pay increase; however, as close to 5% as possible. In order to correctly appoint Ms. Ryan based on her new duties and the production of the department, Ms. Ryan will be placed at Step D, \$31.25, of the new salary range.

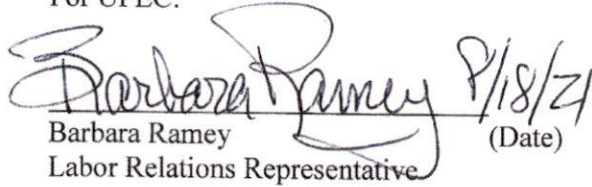
This exception to the City's practice is based on the complexity and responsibility of the new position. Ms. Ryan's duties are expanding to become the sole departmental contact responsible for all contract compliance functions; contracts that are often valued at millions of public dollars. This appointment rate is a one-time non-precedent adjustment.

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

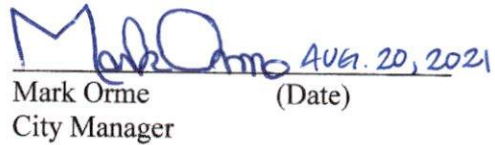
Signed and dated as follows:

For UPEC:


Barbara Ramey
Labor Relations Representative

8/18/21
(Date)

For the City of Chico:


Mark Orme
City Manager

AUG. 20, 2021
(Date)

Approved as to Form:



Vincent C. Ewing, City Attorney*

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