

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND THE UNITED PUBLIC EMPLOYEES OF CALIFORNIA, LOCAL 792, REGARDING OUT OF SEQUENCE 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 an out of sequence step advancement.

Therefore, the City and UPEC agree as follows:

Matt Gilbert is currently employed as a Construction Inspector. The City is allocated for 2.0 full-time employees in this classification. Mr. Gilbert is currently placed at Step G (\$29.15/hour) on the 14-step salary schedule. Mr. Gilbert has been employed by the City since 2017.

We recently recruited for the other Construction Inspector position– that process took nearly one year to hire a new employee. The position of Construction Inspector is incredibly specialized and difficult to fill.

Mr. Gilbert was recently offered a position at the Towne of Paradise at \$33.02/hour. The City is very interested in retaining Mr. Gilbert’s expertise – as such, the City and Union agree to advance Mr. Gilbert on the salary schedule to Step M (\$33.81/hour) on the 14-step salary schedule.

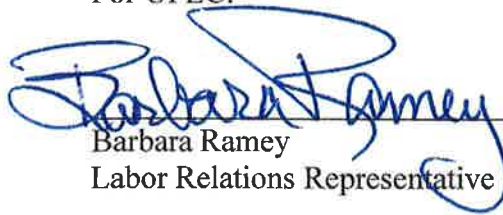
This advancement is non-precedent setting and is being enacted to ensure the retention of a specialized and hard to fill, much needed position.

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 UPEC:

 1/26/22
Barbara Ramey (Date)
Labor Relations Representative

For the City of Chico:

 2-2-2022
Mark Orme (Date)
City Manager

Approved as to Form:



Vincent C. Ewing, City Attorney*

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