

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
CITY OF CHICO  
AND  
UNITED PUBLIC EMPLOYEES OF CALIFORNIA, 792  
REGARDING PAY, HOURS AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT FOR  
JULY 1, 2019 - DECEMBER 31, 2021  
2019 UPEC MOU)**

**EXHIBIT "A"**

**SCHEDULE OF JOB TITLES AND HOURLY PAY RATES**

**2.50% Salary Increase**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
Account Clerk	\$16.09	\$16.90	\$17.74	\$18.63	\$19.56	\$20.54	\$21.57	\$22.11
Accounting Technician I	\$21.57	\$22.65	\$23.78	\$24.97	\$26.22	\$27.53	\$28.91	\$29.63
Accounting Technician II	\$24.77	\$26.01	\$27.31	\$28.67	\$30.10	\$31.61	\$33.19	\$34.02
Admin Analyst I	\$21.57	\$22.65	\$23.78	\$24.97	\$26.22	\$27.53	\$28.91	\$29.63
Admin Analyst II	\$24.77	\$26.01	\$27.31	\$28.67	\$30.10	\$31.61	\$33.19	\$34.02
Admin Assistant	\$18.75	\$19.69	\$20.67	\$21.70	\$22.79	\$23.93	\$25.13	\$25.75
Assistant Engineer	\$29.11	\$30.57	\$32.10	\$33.70	\$35.39	\$37.16	\$39.02	\$39.99
Assistant Planner	\$23.57	\$24.75	\$25.99	\$27.29	\$28.65	\$30.08	\$31.59	\$32.38
Associate Civil Engineer*	\$32.78	\$34.41	\$36.14	\$37.94	\$39.84	\$41.83	\$43.92	\$45.02
Associate Planner*	\$27.13	\$28.49	\$29.92	\$31.41	\$32.98	\$34.63	\$36.36	\$37.27
Building Plans Examiner II	\$26.50	\$27.82	\$29.21	\$30.67	\$32.21	\$33.81	\$35.51	\$36.39
Code Enforcement Officer I	\$25.23	\$26.49	\$27.82	\$29.21	\$30.67	\$32.20	\$33.81	\$34.66
Code Enforcement Officer II	\$27.12	\$28.48	\$29.90	\$31.40	\$32.97	\$34.62	\$36.35	\$37.26
Combination Inspector I	\$25.23	\$26.49	\$27.82	\$29.21	\$30.67	\$32.20	\$33.81	\$34.66
Combination Inspector II	\$26.49	\$27.82	\$29.21	\$30.67	\$32.20	\$33.81	\$35.50	\$36.39
Community Develop. Front Counter St	\$26.49	\$27.82	\$29.21	\$30.67	\$32.20	\$33.81	\$35.50	\$36.39
Community Development Technician	\$17.89	\$18.78	\$19.72	\$20.71	\$21.74	\$22.83	\$23.96	\$24.56
Construction Inspector	\$25.23	\$26.49	\$27.82	\$29.21	\$30.67	\$32.20	\$33.81	\$34.66
Crime Analyst	\$29.75	\$31.24	\$32.80	\$34.44	\$36.16	\$37.97	\$39.87	\$40.87
Engineering Aide	\$13.17	\$13.83	\$14.52	\$15.25	\$16.01	\$16.81	\$17.65	\$18.10
Engineering Technician I	\$17.46	\$18.33	\$19.24	\$20.21	\$21.22	\$22.28	\$23.39	\$23.98
Engineering Technician II	\$21.14	\$22.20	\$23.31	\$24.47	\$25.69	\$26.98	\$28.33	\$29.04
Evidence Clerk	\$16.27	\$17.09	\$17.94	\$18.84	\$19.78	\$20.77	\$21.81	\$22.35
Fire Permit Technician	\$17.89	\$18.78	\$19.72	\$20.71	\$21.74	\$22.83	\$23.96	\$24.56
GIS Analyst	\$25.77	\$27.06	\$28.42	\$29.84	\$31.33	\$32.89	\$34.54	\$35.40
Housing Financial Specialist	\$24.77	\$26.00	\$27.30	\$28.67	\$30.10	\$31.61	\$33.19	\$34.02
Info Systems Analyst	\$29.75	\$31.24	\$32.80	\$34.44	\$36.16	\$37.97	\$39.87	\$40.87
Info Systems Technician I	\$16.78	\$17.62	\$18.50	\$19.42	\$19.48	\$21.42	\$22.49	\$23.05
Info Systems Technician II	\$22.31	\$23.43	\$24.60	\$25.83	\$27.12	\$28.47	\$29.90	\$30.65
Landscape Inspector	\$24.00	\$25.20	\$26.46	\$27.79	\$29.18	\$30.64	\$32.17	\$32.97
Mail Clerk	\$14.79	\$15.53	\$16.31	\$17.12	\$17.98	\$18.88	\$19.82	\$20.31
Office Assistant I	\$12.95	\$13.60	\$14.28	\$14.99	\$15.74	\$16.53	\$17.36	\$17.79
Office Assistant II	\$14.29	\$15.01	\$15.76	\$16.54	\$17.37	\$18.24	\$19.15	\$19.63
Office Assistant III	\$15.76	\$16.55	\$17.38	\$18.25	\$19.16	\$20.12	\$21.12	\$21.65
Park Ranger, Sworn	\$19.02	\$19.98	\$20.97	\$22.03	\$23.12	\$24.28	\$25.49	\$26.13
Park Services Coordinator	\$25.61	\$26.90	\$28.24	\$29.65	\$31.14	\$32.70	\$34.34	\$35.20
Permit Technician	\$17.89	\$18.78	\$19.72	\$20.71	\$21.74	\$22.83	\$23.96	\$24.56
Planning Technician	\$19.08	\$20.04	\$21.04	\$22.09	\$23.19	\$24.35	\$25.57	\$26.21

Police Department Business Coordinat	\$29.75	\$31.24	\$32.80	\$34.44	\$36.16	\$37.97	\$39.87	\$40.87
Property Section Coordinator	\$29.75	\$31.24	\$32.80	\$34.44	\$36.16	\$37.97	\$39.87	\$40.87
Senior Account Clerk	\$18.75	\$19.69	\$20.67	\$21.70	\$22.79	\$23.93	\$25.13	\$25.75
Senior Park Ranger, Sworn	\$22.22	\$23.33	\$24.50	\$25.73	\$27.01	\$28.36	\$29.78	\$30.52
Supervising Inspector	\$27.82	\$29.21	\$30.67	\$32.21	\$33.82	\$35.51	\$37.28	\$38.21

\*These positions are classified as exempt under the provisions of FLSA. Exempt positions are paid on an annual salary based on the hourly rates set forth above.

**MEMORANDUM OF UNDERSTANDING  
 BETWEEN  
 CITY OF CHICO  
 AND  
 UNITED PUBLIC EMPLOYEES OF CALIFORNIA, 792  
 REGARDING PAY, HOURS AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT FOR  
 JULY 1, 2019 - DECEMBER 31, 2021  
 (2019 UPEC MOU)**

**EXHIBIT "A"**

**SCHEDULE OF JOB TITLES AND HOURLY PAY RATES FOR EMPLOYEES HIRED AFTER  
 DATE COUNCIL APPROVES RATIFIED MOU**

**2.50% Salary Increase**

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Account Clerk	\$16.05	\$16.45	\$16.86	\$17.28	\$17.71	\$18.15	\$18.60	\$19.06	\$19.54	\$20.03	\$20.53	\$21.04	\$21.57	\$22.11
Accounting Technician I	\$21.50	\$22.04	\$22.59	\$23.15	\$23.73	\$24.32	\$24.93	\$25.55	\$26.19	\$26.84	\$27.51	\$28.20	\$28.91	\$29.63
Accounting Technician II	\$24.68	\$25.30	\$25.93	\$26.58	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.82	\$31.59	\$32.38	\$33.19	\$34.02
Admin Analyst I	\$21.50	\$22.04	\$22.59	\$23.15	\$23.73	\$24.32	\$24.93	\$25.55	\$26.19	\$26.84	\$27.51	\$28.20	\$28.91	\$29.63
Admin Analyst II	\$24.68	\$25.30	\$25.93	\$26.58	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.82	\$31.59	\$32.38	\$33.19	\$34.02
Admin Assistant	\$18.67	\$19.14	\$19.62	\$20.11	\$20.61	\$21.13	\$21.66	\$22.20	\$22.76	\$23.33	\$23.91	\$24.51	\$25.12	\$25.75
Assistant Engineer	\$29.01	\$29.74	\$30.48	\$31.24	\$32.02	\$32.82	\$33.64	\$34.48	\$35.34	\$36.22	\$37.13	\$38.06	\$39.01	\$39.99
Assistant Planner	\$23.49	\$24.08	\$24.68	\$25.30	\$25.93	\$26.58	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.82	\$31.59	\$32.38
Associate Engineer*	\$32.65	\$33.47	\$34.31	\$35.17	\$36.05	\$36.95	\$37.87	\$38.82	\$39.79	\$40.78	\$41.80	\$42.85	\$43.92	\$45.02
Associate Planner*	\$27.04	\$27.72	\$28.41	\$29.12	\$29.85	\$30.60	\$31.36	\$32.14	\$32.94	\$33.76	\$34.60	\$35.47	\$36.36	\$37.27
Building Plans Examiner II	\$26.40	\$27.06	\$27.74	\$28.43	\$29.14	\$29.87	\$30.62	\$31.39	\$32.17	\$32.97	\$33.79	\$34.63	\$35.50	\$36.39
Code Enforcement Officer I	\$25.14	\$25.77	\$26.41	\$27.07	\$27.75	\$28.44	\$29.15	\$29.88	\$30.63	\$31.40	\$32.19	\$32.99	\$33.81	\$34.66
Code Enforcement Officer II	\$27.04	\$27.72	\$28.41	\$29.12	\$29.85	\$30.60	\$31.36	\$32.14	\$32.94	\$33.76	\$34.60	\$35.46	\$36.35	\$37.26
Combination Inspector I	\$25.14	\$25.77	\$26.41	\$27.07	\$27.75	\$28.44	\$29.15	\$29.88	\$30.63	\$31.40	\$32.19	\$32.99	\$33.81	\$34.66
Combination Inspector II	\$26.40	\$27.06	\$27.74	\$28.43	\$29.14	\$29.87	\$30.62	\$31.39	\$32.17	\$32.97	\$33.79	\$34.63	\$35.50	\$36.39
Community Devel. Front Counter	\$26.40	\$27.06	\$27.74	\$28.43	\$29.14	\$29.87	\$30.62	\$31.39	\$32.17	\$32.97	\$33.79	\$34.63	\$35.50	\$36.39
Community Development Tech	\$17.81	\$18.26	\$18.72	\$19.19	\$19.67	\$20.16	\$20.66	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38	\$23.96	\$24.56
Construction Inspector	\$25.14	\$25.77	\$26.41	\$27.07	\$27.75	\$28.44	\$29.15	\$29.88	\$30.63	\$31.40	\$32.19	\$32.99	\$33.81	\$34.66
Crime Analyst	\$29.64	\$30.38	\$31.14	\$31.92	\$32.72	\$33.54	\$34.38	\$35.24	\$36.12	\$37.02	\$37.95	\$38.90	\$39.87	\$40.87
Engineering Aide	\$13.13	\$13.46	\$13.80	\$14.15	\$14.50	\$14.86	\$15.23	\$15.61	\$16.00	\$16.40	\$16.81	\$17.23	\$17.66	\$18.10

Engineering Technician I	\$17.40	\$17.83	\$18.28	\$18.74	\$19.21	\$19.69	\$20.18	\$20.68	\$21.20	\$21.73	\$22.27	\$22.83	\$23.40	\$23.98
Engineering Technician II	\$21.06	\$21.59	\$22.13	\$22.68	\$23.25	\$23.83	\$24.43	\$25.04	\$25.67	\$26.31	\$26.97	\$27.64	\$28.33	\$29.04
Evidence Clerk	\$16.20	\$16.60	\$17.02	\$17.45	\$17.89	\$18.34	\$18.80	\$19.27	\$19.75	\$20.24	\$20.75	\$21.27	\$21.80	\$22.35
Fire Permit Technician	\$17.81	\$18.26	\$18.72	\$19.19	\$19.67	\$20.16	\$20.66	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38	\$23.96	\$24.56
GIS Analyst	\$25.70	\$26.34	\$27.00	\$27.67	\$28.36	\$29.07	\$29.80	\$30.54	\$31.30	\$32.08	\$32.88	\$33.70	\$34.54	\$35.40
Housing Financial Specialist	\$24.68	\$25.30	\$25.93	\$26.58	\$27.24	\$27.92	\$28.62	\$29.34	\$30.07	\$30.82	\$31.59	\$32.38	\$33.19	\$34.02
Info Systems Analyst	\$29.64	\$30.38	\$31.14	\$31.92	\$32.72	\$33.54	\$34.38	\$35.24	\$36.12	\$37.02	\$37.95	\$38.90	\$39.87	\$40.87
Info Systems Technician I	\$16.72	\$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
Info Systems Technician II	\$22.24	\$22.80	\$23.37	\$23.95	\$24.55	\$25.16	\$25.79	\$26.43	\$27.09	\$27.77	\$28.46	\$29.17	\$29.90	\$30.65
Landscape Inspector	\$23.92	\$24.52	\$25.13	\$25.76	\$26.40	\$27.06	\$27.74	\$28.43	\$29.14	\$29.87	\$30.62	\$31.39	\$32.17	\$32.97
Mail Clerk	\$14.71	\$15.08	\$15.46	\$15.85	\$16.25	\$16.66	\$17.08	\$17.51	\$17.95	\$18.40	\$18.86	\$19.33	\$19.81	\$20.31
Office Assistant I	\$12.92	\$13.24	\$13.57	\$13.91	\$14.26	\$14.62	\$14.99	\$15.36	\$15.74	\$16.13	\$16.53	\$16.94	\$17.36	\$17.79
Office Assistant II	\$14.25	\$14.61	\$14.98	\$15.35	\$15.73	\$16.12	\$16.52	\$16.93	\$17.35	\$17.78	\$18.22	\$18.68	\$19.15	\$19.63
Office Assistant III	\$15.71	\$16.10	\$16.50	\$16.91	\$17.33	\$17.76	\$18.20	\$18.66	\$19.13	\$19.61	\$20.10	\$20.60	\$21.12	\$21.65
Park Ranger, Sworn	\$18.95	\$19.42	\$19.91	\$20.41	\$20.92	\$21.44	\$21.98	\$22.53	\$23.09	\$23.67	\$24.26	\$24.87	\$25.49	\$26.13
Park Services Coordinator	\$25.53	\$26.17	\$26.82	\$27.49	\$28.18	\$28.88	\$29.60	\$30.34	\$31.10	\$31.88	\$32.68	\$33.50	\$34.34	\$35.20
Permit Technician	\$17.81	\$18.26	\$18.72	\$19.19	\$19.67	\$20.16	\$20.66	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38	\$23.96	\$24.56
Planning Technician	\$19.01	\$19.49	\$19.98	\$20.48	\$20.99	\$21.51	\$22.05	\$22.60	\$23.17	\$23.75	\$24.34	\$24.95	\$25.57	\$26.21
Police Dept. Bus. Coordinator	\$29.64	\$30.38	\$31.14	\$31.92	\$32.72	\$33.54	\$34.38	\$35.24	\$36.12	\$37.02	\$37.95	\$38.90	\$39.87	\$40.87
Property Section Coordinator	\$29.64	\$30.38	\$31.14	\$31.92	\$32.72	\$33.54	\$34.38	\$35.24	\$36.12	\$37.02	\$37.95	\$38.90	\$39.87	\$40.87
Senior Account Clerk	\$18.67	\$19.14	\$19.62	\$20.11	\$20.61	\$21.13	\$21.66	\$22.20	\$22.76	\$23.33	\$23.91	\$24.51	\$25.12	\$25.75
Senior Park Ranger, Sworn	\$22.14	\$22.69	\$23.26	\$23.84	\$24.44	\$25.05	\$25.68	\$26.32	\$26.98	\$27.65	\$28.34	\$29.05	\$29.78	\$30.52
Supervising Inspector	\$27.72	\$28.41	\$29.12	\$29.85	\$30.60	\$31.37	\$32.15	\$32.95	\$33.77	\$34.61	\$35.48	\$36.37	\$37.28	\$38.21

\*These positions are classified as exempt under the provisions of FLSA. Exempt positions are paid on an annual salary based on the hourly rates set forth above.