

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND CHICO POLICE OFFICERS  
ASSOCIATION REGARDING A CLARIFICATION TO THE ALTERNATIVE  
ASSIGNMENT PAY SCHEDULE

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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 November 1, 2018, 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 as follows:

1. Section 5.7 (D) shall be modified to:

**D. Compensation.** Employees assigned to Alternative Assignments listed above shall receive additional compensation over and above Employee’s Basic Pay rate during the term of such assignment. Additional compensation for Alternative Assignments shall be defined as a percentage of Employee’s Basic Pay rate as follows:

Crime Scene Investigator	5%
Detective	10%
Detective-Sergeant	10%
Field Training Officer	5%
Field Training Sergeant	5%**
K-9 (Canine) Officer	5%**
Professional Standards Sergeant	10%
School Resources Officer	10%
<u>School Resources Sergeant</u>	<u>10%</u>
Traffic Officer	10%
Traffic Sergeant	10%**
Special Operations Officer*	10%
Special Operations Sergeant*	10%

\* Special Operations shall include BINTF, Gang, Street Crimes, and TARGET assignments.

\*\*Compensation shall be effective the first pay period following the date of City Council Ratification.

2. This Letter agreement shall remain in effect from November 1, 2018 through December 31, 2020, thereafter, this Letter Agreement will expire or be negotiated into the subsequent MOU.
3. Any amendments or modifications to this Letter Agreement shall be in writing, signed and dated by both parties.

Signed and dated as follows:


For Chico Employee Association:

  
Jeffrey Durkin, President  
11-21-18  
(Date)

For the City of Chico:

  
Mark Orme, City Manager  
11/21/18  
(Date)

Approved As To Form:

  
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Vincent C. Ewing, City Attorney\*

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