

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND CHICO PUBLIC SAFETY ASSOCIATION REGARDING LATERAL SIGNING BONUS – PUBLIC SAFETY DISPATCHER II

Pursuant to the provisions of the Meyers-Milias-Brown Act (Cal. Gov. Code sections 3500-3511) 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 Safety Association (“CPSA”) effective January 1, 2020 through June 30, 2021 (“2020 MOU-CPSA”), this Letter Agreement is entered into on April 26, 2021, between the City and the CPSA (“Letter Agreement”) as an amendment to the 2020 MOU-CPSA. 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 CPSA in the 2020 MOU-CPSA shall remain in full force and effect.

Therefore, the City and CPSA agree as follows:

1. It is understood that the City of Chico Police Department has experienced noteworthy recruitment and retention issues for qualified Public Safety Dispatchers. This Letter Agreement will improve the City’s recruitment and retention competitiveness. As such, Effective April 26, 2021, the City and CPSA agree that:


New Lateral Public Safety Dispatcher II employees hired by the City of Chico Police Department, following date of the Letter Agreement execution, are eligible for a signing bonus of \$10,000. Newly hired Public Safety Dispatcher II employees will be paid this bonus in three (3) installments.

Newly hired Public Safety Dispatcher II employees will receive their first installment of \$4,000 on their first paycheck. Thereafter, the Public Safety Dispatcher II employees will receive their remaining two (2) installments of \$3,000 after the successful completion of the Field Training Program, and then after successful completion of the required probationary period.


2. This Letter Agreement shall remain in effect for the term of the 2020 MOU-CPSA.
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 Public Safety Association:

 5/11/21

Sheri Marshall, President (Date)

 5/11/21


Ryan Friesen, Representative (Date)

For the City of Chico:

 5/11/21

Mark Orme, City Manager (Date)

APPROVED AS TO FORM:



Vincent C. Ewing, City Attorney*

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