

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND CHICO PUBLIC SAFETY ASSOCIATION REGARDING THE DISPATCH CENTER

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 Safety Association (“CPSA”) effective January 1, 2020 through June 30, 2021 (“2020 MOU-CPSA”), this Letter Agreement is entered into on May 23, 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, effective May 23, 2021, the City and Union agree to the following modifications to certain Terms and Conditions of Employment:

EXHIBIT A

SCHEDULE OF JOB TITLES

The following job titles, when occupied by Permanent Full-Time Employees, shall be covered by the provisions of this MOU:

Animal Control Officer I
Animal Control Officer II
Animal Control Supervisor
Communications Supervisor
Community Services Officer I*
Community Services Officer II*
Parking Services Specialist
Police Records Supervisor
Police Records Technician I
Police Records Technician II
Public Safety Dispatcher —~~I~~ Entry
Public Safety Dispatcher —~~II~~ Intermediate
Public Safety Dispatcher - Advanced

LATERAL SIGNING BONUS

A Letter Agreement was executed on April 26, 2021 authorizing a Lateral Signing Bonus in the amount of \$10,000 for New Lateral Public Safety Dispatcher II employees. Effective May 23, 2021, the Lateral Signing Bonus shall be increased to \$20,000 for New Public Safety Dispatcher – Intermediate employees. Newly hired Public Safety Dispatcher - Intermediate employees will be paid this bonus in three (3) installments.

Newly hired Public Safety Dispatcher - Intermediate employees will receive their first installment of \$10,000 on their first paycheck. Thereafter, the Public Safety Dispatcher II employees will receive their remaining two (2) installments of \$5,000 after the successful completion of the Field Training Program, and then after successful completion of the required probationary period.

The Lateral Signing Bonus shall be in effect through June 30, 2022.

RETENTION INCENTIVE BONUS

Employees who have successfully completed the Field Training Program, holding the classification of Public Safety Dispatcher (Entry, Intermediate, or Advanced) or Communications Supervisor, hired before May 23, 2021, shall be eligible for a Retention Incentive Bonus in the amount of \$10,000. All eligible employees interested in the Retention Incentive Bonus shall be required to sign a “Commitment Contract” that guarantees a minimum of eighteen (18) months of continual service as a Public Safety Dispatcher (Entry, Intermediate, or Advanced) or Communications Supervisor with the City of Chico.

This Retention Incentive Bonus shall be non-pensionable and will be paid on the June 11, 2021 payroll warrant. Eligible employees, who have not yet completed the Field Training Program, shall be eligible for the Retention Incentive Bonus, with the signed “Commitment Contract”, following the date of having successfully completed the Field Training Program. Said bonus will be payable on the next full pay period. If for any reason an eligible employee does not provide the required eighteen (18) months of continual service, that employee shall be required to pay back a prorated amount of the Retention Incentive Bonus.

EXHIBIT B (ATTACHED)

Exhibit B is modified to support the reorganization of the Dispatcher Center, including the modification of existing classifications and the addition of new classifications, pursuant to Exhibit A.

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 Chico Public Safety Association:



Sheri Marshall, President (Date)

 5/19/21

Ryan Friesen, Representative (Date)

For the City of Chico:



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)

MEMORANDUM OF UNDERSTANDING BETWEEN
 THE CITY OF CHICO
 AND
 THE CHICO PUBLIC SAFETY ASSOCIATION
 REGARDING PAY, HOURS, AND OTHER TERMS AND
 CONDITIONS OF EMPLOYMENT FOR THE PERIOD OF
~~JANUARY 1, 2020 THROUGH JUNE 30, 2021~~ **JULY 1, 2021 - JUNE 30, 2023**
 (2020 **2021** MOU CPSA)

EXHIBIT "B"
 SCHEDULE OF HOURLY PAY RATES

EFFECTIVE: ~~First pay period that contains January 1, 2018~~ the first full pay period following the date of City Council Adoption

HOURLY PAY RATES

All employees hired prior to August 4, 2016

	A	B	C	D	E	F	G	H
Animal Control Officer I	16.21	17.03	17.88	18.76	19.70	20.69	21.72	22.27
Animal Control Officer II	17.88	18.77	19.71	20.69	21.73	22.82	23.96	24.56
Animal Control Supervisor	21.60	22.67	23.81	25.00	26.26	27.56	28.94	29.67
Communications Supervisor	26.18	27.49	28.86	30.30	31.81	33.40	35.07	35.95
Community Services Officer I	16.21	17.03	17.88	18.76	19.70	20.69	21.72	22.27
Community Services Officer II	17.88	18.77	19.71	20.69	21.73	22.82	23.96	24.56
Parking Services Specialist	15.90	16.69	17.53	18.41	19.33	20.29	21.31	21.84
Police Records Supervisor	22.56	23.70	24.88	26.12	27.43	28.80	30.24	30.99
Police Records Technician I	14.58	15.30	16.07	16.88	17.72	18.60	19.54	20.03
Police Records Technician II	15.90	16.69	17.53	18.41	19.33	20.29	21.31	21.84
Public Safety Dispatcher † Entry	19.70	20.68	21.71	22.80	23.94	25.14	26.40	27.06
Public Safety Dispatcher † Intermediate	21.17	22.23	23.34	24.51	25.74	27.03	28.38	29.09
Public Safety Dispatcher Advanced	22.76	23.90	25.10	26.36	27.68	29.06	30.51	31.27

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 (~~2020~~ **2021** MOU CPSA)

EXHIBIT "B"
 SCHEDULE OF HOURLY PAY RATES

EFFECTIVE: ~~First pay period that contains January 1, 2018~~ the first full pay period following the date of City Council Adoption (7/4/2021)

HOURLY PAY RATES

All Employees hired AFTER August 3, 2016

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Animal Control Officer I	16.16	16.56	16.97	17.39	17.82	18.27	18.73	19.20	19.68	20.17	20.67	21.19	21.72	22.27
Animal Control Officer II	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
Animal Control Supervisor	21.51	22.05	22.60	23.17	23.75	24.34	24.95	25.57	26.21	26.87	27.54	28.23	28.94	29.67
Communications Supervisor	26.08	26.73	27.40	28.09	28.79	29.51	30.25	31.01	31.79	32.58	33.39	34.22	35.08	35.96
Community Services Officer I	16.16	16.56	16.97	17.39	17.82	18.27	18.73	19.20	19.68	20.17	20.67	21.19	21.72	22.27
Community Services Officer II	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
Parking Services Specialist	15.82	16.22	16.63	17.05	17.48	17.92	18.37	18.83	19.30	19.78	20.27	20.78	21.30	21.84
Police Records Supervisor	22.48	23.04	23.62	24.21	24.82	25.44	26.08	26.73	27.40	28.08	28.78	29.50	30.24	30.99
Police Records Technician I	14.55	14.91	15.28	15.66	16.05	16.45	16.86	17.28	17.71	18.15	18.60	19.06	19.54	20.03
Police Records Technician II	15.82	16.22	16.63	17.05	17.48	17.92	18.37	18.83	19.30	19.78	20.27	20.78	21.30	21.84
Public Safety Dispatcher † Entry	19.63	20.12	20.62	21.14	21.67	22.21	22.77	23.34	23.92	24.52	25.13	25.76	26.40	27.06
Public Safety Dispatcher ‡ Intermediate	21.10	21.63	22.17	22.72	23.29	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09
Public Safety Dispatcher Advanced	22.68	23.25	23.83	24.43	25.04	25.67	26.31	26.97	27.64	28.33	29.04	29.77	30.51	31.27