

## LETTER AGREEMENT

### LETTER AGREEMENT BETWEEN CITY OF CHICO AND STATIONARY ENGINEERS, LOCAL 39 REGARDING LATERAL SIGNING BONUS AND PAY ADJUSTMENT

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Pursuant to Subarticle 1.6, entitled "Letter Agreement for Variation of Provisions" of the Memorandum of Understanding between the City of Chico and Stationary Engineers, Local 39 Regarding Pay, Hours and Other Terms and Conditions of Employment for the Period of January 1, 2018 through December 31, 2022 (2018 Local 39 MOU)," the City of Chico (City) and Stationary Engineers, Local 39 (Union) enter into this Letter Agreement as an amendment to the 2018 Local 39 MOU. 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 L39 in the 2018 Local 39 MOU shall remain in full force and effect.

Therefore, the City and Union agree as follows:

1. It is understood that the City of Chico Wastewater Treatment Plant has experienced noteworthy recruitment and retention issues for qualified Wastewater Treatment Plant Operator III positions.

As such, Effective **March 15, 2020**, the City and L39 agree that:

**New Wastewater Treatment Plant Operator III employees hired by the City of Chico Wastewater Treatment Plant, only after May 1, 2019, are eligible for a signing bonus of up to \$10,000. Newly hired Operators will be paid this bonus in three (3) installments.**

**Newly hired Operators will receive their first installment of \$4,000 on their first paycheck. Thereafter, the Operator will receive their remaining two (2) installments, of an agreed upon amount, after the successful completion of the first six months of employment, and then after successful completion of the required probationary period.**

**Wastewater Treatment Plant Operator III and Lead Wastewater Treatment Plant classifications will have their Basic Pay increased by ten percent (10%) pursuant to the attached Exhibit A.**

2. 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 Local 39:

Bart Florence 3/13/20  
Bart Florence, Business Manager (Date)

Steve Crouch 3-10-20  
Steve Crouch, Dir. Public Employees (Date)

Garrett Dickinson 3/4/20  
Garrett Dickinson, Field Rep. (Date)

For the City of Chico:

Mark Orme  
Mark Orme, City Manager (Date)

Approved As To Form:

Andrew Jared  
Andrew Jared, City Attorney\*

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

**MEMORANDUM OF UNDERSTANDING  
 BETWEEN  
 CITY OF CHICO  
 AND  
 STATIONARY ENGINEERS, LOCAL 39  
 REGARDING PAY, HOURS AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT FOR  
 JANUARY 1, 2018 THROUGH DECEMBER 31, 2022  
 (2018 LOCAL 39 MOU)**

**EXHIBIT "A"**

**SCHEDULE OF HOURLY PAY RATES**

For Employees hired PRIOR to date of City Council Adoption of this MOU: 9/30/2018

**EFFECTIVE: -March 15, 2020**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
Electrical Environ. Supervisor	28.13	29.53	31.01	32.56	34.19	35.90	37.69	38.82
Electrical Technician	25.57	26.85	28.19	29.60	31.08	32.63	34.26	35.29
Industrial Waste Inspector	22.08	23.18	24.34	25.56	26.83	28.18	29.58	30.47
Laboratory Technician	22.08	23.18	24.34	25.56	26.83	28.18	29.58	30.47
Laboratory Supervisor	25.57	26.85	28.19	29.60	31.08	32.63	34.26	35.29
Sr. Industrial Waste Inspector	25.57	26.85	28.19	29.60	31.08	32.63	34.26	35.29
WWTP Lead Operator	30.94	32.49	34.11	35.82	37.61	39.49	41.46	42.70
WWTP Operator I	17.63	18.51	19.44	20.41	21.43	22.50	23.63	24.34
WWTP Operator II	22.08	23.18	24.34	25.56	26.83	28.18	29.58	30.47
WWTP Operator III	28.12	29.53	31.01	32.56	34.19	35.90	37.69	38.82

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 JANUARY 1, 2018 THROUGH DECEMBER 31, 2022  
 (2018 LOCAL 39 MOU)**

**EXHIBIT "A"**

**SCHEDULE OF HOURLY PAY RATES**

For Employees hired ON or AFTER the date of City Council Adoption of this MOU: 9/30/2018

**EFFECTIVE: March 15, 2020**

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
Electrial Environ. Supervisor	28.15	28.85	29.57	30.31	31.07	31.85	32.65	33.47	34.31	35.17	36.05	36.95	37.87	38.82
Electrical Technician	25.60	26.24	26.90	27.57	28.26	28.97	29.69	30.43	31.19	31.97	32.77	33.59	34.43	35.29
Industrial Waste Inspector	22.10	22.65	23.22	23.80	24.39	25.00	25.63	26.27	26.93	27.60	28.29	29.00	29.73	30.47
Laboratory Technician	22.10	22.65	23.22	23.80	24.39	25.00	25.63	26.27	26.93	27.60	28.29	29.00	29.73	30.47
Laboratory Supervisor	25.60	26.24	26.90	27.57	28.26	28.97	29.69	30.43	31.19	31.97	32.77	33.59	34.43	35.29
Sr. Industrial Waste Inspector	25.60	26.24	26.90	27.57	28.26	28.97	29.69	30.43	31.19	31.97	32.77	33.59	34.43	35.29
WWTP Lead Operator	30.99	31.76	32.55	33.36	34.19	35.04	35.92	36.82	37.74	38.68	39.65	40.64	41.66	42.70
WWTP Operator I	17.66	18.10	18.55	19.01	19.49	19.98	20.48	20.99	21.51	22.05	22.60	23.17	23.75	24.34
WWTP Operator II	22.10	22.65	23.22	23.80	24.39	25.00	25.63	26.27	26.93	27.60	28.29	29.00	29.73	30.47
WWTP Operator III	28.15	28.85	29.57	30.31	31.07	31.85	32.65	33.47	34.31	35.17	36.05	36.95	37.87	38.82