

SIDE LETTER AGREEMENT

SIDE LETTER AGREEMENT BETWEEN CITY OF CHICO AND CHICO MANAGEMENT EMPLOYEES REGARDING OF ANIMAL SERVICES MANAGER CLASSIFICATION

WHEREAS, pursuant to the provisions of the Meyers-Milias-Brown Act (“MMBA”) and Article 1, Section 1.5, entitled “Letter Agreement for Variation of Provisions” of the Memorandum of Understanding between the City of Chico (“City”) and Chico Management Employees (“CME”), effective January 1, 2026 through December 31, 2027 (“2026 CME-MOU”), this Side Letter Agreement is entered into on September 15, 2026, between the City and the CME (“Side Letter Agreement”) as an amendment to the 2026CME-MOU.

WHEREAS, it is understood and agreed that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral and/or written, regarding the matters contained herein; and

WHEREAS, the City and CME have agreed to add the Animal Services Manager classification to the CME bargaining unit in order to align this management position with similar classifications within the City and eliminate the position as an individual employment agreement; and

WHEREAS, the revisions to the Animal Services Manager Job Description clarify the supervision and class characteristics of the position and reflect the change in service from contractual to management; and

WHEREAS, the salary placement for the Animal Services Manager classification is proposed to be aligned with the following CME classifications: Homeless Housing Coordinator, Laboratory Technical Manager, Management Analyst, and Payroll Manager.

POSITION TITLE	Effective 9/20/2026	BIWEEKLY PAY RATE	ANNUAL PAY RATE
Animal Services Manager		\$3,451.20 - \$4,625.60	\$89,731.20 - \$120,265.60

THEREFORE, IT IS AGREED AS FOLLOWS:

The position of Animal Services Manager and the pay rate as noted above are included in the 2026 CME-MOU, Appendix 1 – Schedule of Job Titles and Hourly Pay Rates.

The Animal Services Manager classification shall be included within the CME bargaining unit and shall no longer be covered by an individual employment agreement.

The inclusion of the Animal Services Manager classification and the salary range set forth herein shall become effective with the pay period (September 20, 2026)following City Council approval.

This Side Letter Agreement shall remain in effect for the duration of the 2026 CME-MOU, which expires December 31, 2027. All other sections of the 2026 CME-MOU shall remain in full force and effect.

Any amendments or modifications to this Side Letter Agreement shall be in writing, signed and dated by both parties.

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The parties hereto have caused this Side Letter Agreement to be executed on the date signed below.

For Chico Management Employees:

<u>Miranda Bowersox</u> Miranda Bowersox (Sep 8, 2026 15:26:53 PDT)	09/08/26
Miranda Bowersox	(Date)
<u>Amanda McGarr</u>	09/08/26
Amanda McGarr	(Date)
<u>Tom Bahr</u>	09/09/26
Tom Bahr	(Date)

For the City of Chico:

<u>Barbara Martin</u> Barbara Martin (Sep 8, 2026 11:14:29 PDT)	09/08/26
Barbara Martin, Administrative Services Director	(Date)
<u>Gillian Haen</u> Gillian Haen (Sep 8, 2026 15:20:08 PDT)	09/08/26
Gillian Haen, City Manager	(Date)
Approved As To Form:	
<u>Ryan Jones</u> Ryan Jones (Sep 8, 2026 09:38:26 PDT)	09/08/26
Ryan R. Jones, City Attorney*	(Date)
*Pursuant to The Charter of the City of Chico, Section 906 (D)	