

SIDE LETTER AGREEMENT
BETWEEN CITY OF CHICO AND CHICO POLICE OFFICERS ASSOCIATION
REGARDING LATERAL SIGNING BONUSES AND PROMOTIONS

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 the Chico Police Officers Association (“CPOA”) effective July 1, 2023 through June 30, 2026 (“2023 MOU-CPOA”), this Side Letter Agreement is entered into and effective on April 15, 2025, between the City and the CPOA (“Side Letter Agreement”) as an amendment to the 2023 MOU-CPOA. 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. Except as provided herein the 2023 MOU-CPOA shall remain unchanged.

Whereas, it is understood and agreed upon that recruitment of qualified Police Officers continues to be challenging and competitive. This Side Letter Agreement, in addition to other recruitment and retention tools already implemented, further improves the City’s competitiveness in ensuring a safe community; and

Whereas, The City and CPOA desire to address an unintentional inequity related to promotions in the 2023 MOU.

Therefore, the City and CPOA agree that:

1. Lateral Signing Bonus:

New Lateral Police Officers hired by the City of Chico Police Department after this Side Letter Agreement is fully ratified are eligible for a signing bonus of \$50,000. Newly hired lateral Officers will be paid this bonus in three (3) installments.

- a. Newly hired lateral Officers will receive the first installment of \$20,000 on their first paycheck. Thereafter, the officer will receive the remaining two (2) installments of \$15,000 each after (1) the successful completion of the Field Training Program, and then (2) successful completion of the required probationary period.
- b. This agreement shall remain in effect through the end of the 2023-MOU-CPOA (June 30, 2026).
- c. Any amendments or modifications to this Side Letter Agreement shall be in writing, signed and dated by both parties.
- d. The Lateral Signing Bonus provision of the Side Letter Agreement is effective upon ratification and approval by City Council.

2. Promotions:

Further, to address ambiguity regarding employee promotions, the City and CPOA agree to amend 2023-MOU-CPOA **ARTICLE FIVE - PAY Section 5.1 Basic Pay** retroactively to December 1, 2024 as follows:


D. Promotions - Effect on Basic Pay. Employees, unless otherwise specified herein, who are promoted from one job title in the competitive service to another job title assigned to a higher Pay Range shall be assigned to a Pay Step within the Pay Range assigned to the promotional job title that provides Employee with an increase in Basic Pay rate (base pay), plus any applicable Alternative Assignment Pay that is closest to five percent (5%), but no less than four-and-one-half percent (4.5%). In the event that the promotional pay rate does not equate to an increase that is closest to five percent (5%) but no less than four-and-one-half percent (4.5%), the Chief of Police shall assign the employee to one higher Pay Step within the promotional job title range.

In the event an employee is serving in an Out of Class assignment upon promotion, the promotional pay rate will be calculated as outlined above based on the Basic Pay rate plus any applicable Alternative Assignment Pay in effect prior to the Out of Class assignment.

3. **Term:** This Letter Agreement shall remain in effect for the duration of the 2023 MOU-CPOA, which expires June 30, 2026.
4. **Amendment:** 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 Police Officers Association:



Tyler Rainey (Apr 8, 2025 20:22 PDT) 04/08/25
 Tyler Rainey (Date)
 President


Approved As To Form And Content:

Marina Ramirez (on behalf of John Lam) 04/08/25
Marina Ramirez (on behalf of John Lam) (Apr 8, 2025 13:20 PDT)
 John Lam, City Attorney* (Date)
 City Attorney

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

For the City of Chico:


Barbara Martin (Apr 8, 2025 13:24 PDT) 04/08/25
 Barbara Martin (Date)
 Administrative Services Director


Mark Sorensen (Apr 8, 2025 13:17 PDT) 04/08/25
 Mark Sorensen (Date)
 City Manager