



TO: **City Council**

FROM: Barbara Martin, Administrative Services Director

RE: Side Letter Agreement with the Chico Public Safety Association (CPSA) – Lateral Public Safety Dispatcher Signing Bonus

REPORT IN BRIEF:

The City of Chico and the Chico Public Safety Association (CPSA) have reached a Side Letter Agreement authorizing a \$40,000 signing bonus for a lateral Public Safety Dispatcher hired on January 20, 2026. The bonus will be paid in two installments: \$20,000 upon successful completion of the required training period and \$20,000 upon completion of twenty-four (24) months of continued employment with the City.

The funds are available from the previously authorized lateral dispatcher signing bonus program. One of the previously hired lateral dispatchers did not complete training, leaving \$40,000 in allocated funds available to support recruitment and retention efforts for this position.

RECOMMENDATION:

The Administrative Services Director recommends City Council approval of the Side Letter Agreement between the City of Chico and the Chico Public Safety Association (CPSA) regarding a lateral Public Safety Dispatcher signing bonus.

FISCAL IMPACT: Budgeted: Yes Supplemental Required: No

The \$40,000 signing bonus will be funded from previously authorized funds allocated for the lateral Public Safety Dispatcher recruitment and retention bonus program.

DISCUSSION:

The City of Chico and the Chico Public Safety Association (CPSA) entered into a Memorandum of Understanding (2025 MOU-CPSA) effective July 1, 2025 through June 30, 2028. The City has experienced recruitment and retention challenges for qualified Public Safety Dispatchers. To assist in attracting qualified candidates, the City and CPSA entered into a side letter agreement in January 2025 offering a signing bonus of up to \$80,000 for the first five lateral Public Safety Dispatchers hired by the City.

The signing bonus program proved effective in attracting qualified candidates. However, one lateral dispatcher hired under the side letter provisions was unable to complete the required training program, leaving \$40,000 in bonus funds available. On January 20, 2026, the City hired an additional qualified lateral Public Safety Dispatcher. The City and CPSA have agreed through this Side Letter Agreement to utilize the remaining funds to provide a signing bonus for that employee. Under the terms of the Side Letter Agreement, the employee will receive a \$40,000 signing bonus payable in two installments:

1. \$20,000 upon successful completion of the required dispatcher training period.
2. \$20,000 upon completion of twenty-four (24) months of continued employment with the City as a Public Safety Dispatcher.

All other provisions of the 2025 MOU-CPSA Memorandum of Understanding remain in full force and effect.

ATTACHMENTS:

Exhibit A – CPSA Side Letter Agreement

**CITY OF CHICO AND
CHICO PUBLIC SAFETY ASSOCIATION
LETTER AGREEMENT
LATERAL RECRUITMENT &
RETENTION BONUS**

Whereas, the City of Chico (“City”) and the Chico Public Safety Association (“CPSA”) entered into a Memorandum of Understanding (“MOU”) effective July 1, 2025, through June 30, 2028; and

Whereas, the City and CPSA agree that recruitment and retention challenges exist for qualified Public Safety Dispatch employees; and

Whereas, the City and CPSA agree that lateral recruitment and retention bonuses have been effective in attracting and retaining qualified candidates for the Public Safety Dispatcher position; and

Whereas, the City and CPSA previously agreed that offering a signing bonus of up to eighty thousand dollars (\$80,000) for the first five (5) successfully hired Lateral Dispatchers would assist in attracting qualified candidates for the Public Safety Dispatcher position; and

Whereas, the City and CPSA acknowledge that the signing bonus program was effective in attracting qualified candidates; and

Whereas, one of the Lateral Dispatchers hired under the program was unable to complete the required training, resulting in forty thousand dollars (\$40,000) in allocated funds remaining available; and

Whereas, the City and CPSA agree that it is beneficial to offer a modified signing bonus to the otherwise qualified Lateral Public Safety Dispatcher hired by the City on January 20, 2026;

Now, therefore, upon approval by the City Council and ratification of this Side Letter Agreement, the parties agree as follows:

\$40,000 Lateral Dispatcher Signing Bonus

The incumbent hired by the City on January 20, 2026, as a Lateral Public Safety Dispatcher shall receive a signing bonus of forty thousand dollars (\$40,000), payable in two (2) installments as follows:


- Twenty thousand dollars (\$20,000) upon the employee’s successful completion of the required training period.
- Twenty thousand dollars (\$20,000) upon the employee’s successful completion of the twenty-four (24) months of continued employment as a Public Safety Dispatcher with the City.

THEREFORE, IT IS AGREED AS FOLLOWS:

1. The City and CPSA agree to the terms set forth in this Side Letter Agreement. Any amendments or modifications to this Side Letter Agreement shall be in writing, signed and dated by both parties, and approved by the City Council.
2. All other provisions of the 2025 CPSA MOU shall remain in full force and effect.


The parties hereto have caused this Side Letter Agreement to be executed as of the dates set forth below.

CPSA

By:  03/10/26
January Slattery (Mar 10, 2026 14:17:36 PDT)
January Slattery (Date)
Chapter President


By: Jon Crawford 03/10/26
Jon Crawford (Mar 10, 2026 14:34:22 PDT)
Jon Crawford (Date)
CPSA Representative

CITY OF CHICO

By:  03/09/26
Barbara Martin (Mar 9, 2026 17:07:05 PDT)
Barbara Martin (Date)
Administrative Services Director

By: Mark Sorensen 03/09/26
Mark Sorensen (Mar 9, 2026 18:07:35 PDT)
Mark Sorensen
City Manager

Approved as to Form:

 03/07/26
Ryan Jones (Mar 9, 2026 16:50:54 PDT)
Ryan Jones (Date)
City Attorney*

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