

SIDE LETTER AGREEMENT

SIDE LETTER AGREEMENT BETWEEN CITY OF CHICO AND UNITED PUBLIC EMPLOYEES OF CALIFORNIA (UPEC), LOCAL 792 REGARDING THE ADDITION OF ANIMAL SERVICES CLASSIFICATIONS TO THE CERTIFIED PROFESSIONAL & TECHNICAL UNIT

WHEREAS, pursuant to the provisions of the Meyers-Milias-Brown Act (“MMBA”) and Article 1, Section 1.6, entitled “Letter Agreement for Variation of Provisions” of the Memorandum of Understanding between the City of Chico (“City”) and United Public Employees of California (“UPEC”), Local 792, effective January 1, 2026 through December 31, 2027 (“2026 MOU-UPEC”), this Letter Agreement is entered into on September 15, 2026, between the City and the UPEC (“Side Letter Agreement”) as an amendment to the 2026 MOU-UPEC.

WHEREAS, the City and UPEC 792 have agreed to add three additional classifications to the Certified Professional & Technical Unit, resulting in the inclusion of five additional employees in the unit;

WHEREAS, the salary range placement for the classifications was determined through an internal City analysis utilizing comparable City classifications, as no direct comparators were identified among regional local government agencies; and

WHEREAS, the revisions to the Animal Services positions’ Job Descriptions clarify the supervision and class characteristics of the positions and reflect the change in service from contractual to classified; and

WHEREAS, the parties desire to incorporate the affected classifications into the Certified Professional & Technical Unit and provide the employees in these classifications with the benefits, rights, and representation afforded under the 2026 MOU-UPEC.

POSITION TITLE	Effective 9/20/2026	A	B	C	D	E	F	G
Animal Services Associate		\$18.60	\$19.53	\$20.51	\$21.54	\$22.62	\$23.75	\$24.94
Animal Services Technician		\$21.16	\$22.22	\$23.33	\$24.50	\$25.73	\$27.02	\$28.37
Registered Veterinary Technician		\$24.84	\$26.08	\$27.38	\$28.75	\$30.19	\$31.70	\$33.28

THEREFORE, IT IS AGREED AS FOLLOWS:

The three classifications identified and agreed upon by the City and UPEC shall be included in the Certified Professional & Technical Unit represented by UPEC.

The salary ranges set forth herein shall be added to Exhibit A of the 2026 MOU-UPEC and shall apply to the corresponding classifications.

The five employees currently serving in these classifications shall be included in the Certified Professional & Technical Unit and shall be covered by the applicable provisions of the 2026 MOU-UPEC.

The inclusion of the classifications and the salary ranges 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 MOU-UPEC, which expires December 31, 2027. All other sections and provisions of the 2026 MOU-UPEC 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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Signed and dated as follows:

For United Public Employees California,
Local 792:

Rob Perry 09/08/26
Rob Perry (Sep 8, 2026 17:18:03 PDT)
Rob Perry (Date)

James LeDonne 09/09/26
James LeDonne (Sep 9, 2026 08:23:43 PDT)
James LeDonne (Date)

For the City of Chico:

Barbara Martin 09/08/26
Barbara Martin (Sep 8, 2026 11:16:36 PDT)
Barbara Martin, (Date)
Administrative Services Director

Gillian Haen 09/08/26
Gillian Haen (Sep 8, 2026 15:20:42 PDT)
Gillian Haen, City Manager (Date)

Approved As To Form:

Ryan Jones 09/08/26
Ryan Jones (Sep 8, 2026 09:58:07 PDT)
Ryan R. Jones, City Attorney* (Date)
*Pursuant to The Charter of the City of
Chico, Section 906 (D)