

SIDE LETTER AGREEMENT

SIDE LETTER AGREEMENT BETWEEN CITY OF CHICO AND CHICO MANAGEMENT EMPLOYEES REGARDING THE CREATION AND ADDITION OF RISK MANAGER CLASSIFICATION

WHEREAS, pursuant to the provisions of the Meyers-Milias-Brown Act (“MMBA”) and Article 1, Section 1.4, 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 CME (“Side Letter Agreement”) as an amendment to the 2026 CME-MOU; and

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 Risk Manager classification to the CME bargaining unit and allocate the classification to Administrative Services, specifically the Human Resources and Risk Management Division, to provide dedicated managerial oversight of the City’s risk and safety functions, including workers’ compensation claims, liability and property claims, safety compliance requirements, Cal/OSHA regulations, training and prevention programs, accident investigations and reporting, insurance coordination, and loss-control measures; and a job description for the Risk Manager classification has been created and agreed upon by the parties; and

WHEREAS, the Risk Manager position previously existed within the City and was eliminated in 2013. The addition of the classification will restore dedicated management capacity for risk and safety functions; and

WHEREAS, the salary placement for the Risk Manager classification is proposed to be aligned with the Senior Human Resources Analyst CME classification.

POSITION TITLE	Effective 9/20/2026	BIWEEKLY PAY RATE	ANNUAL PAY RATE
Risk Manager		\$3,535.20 \$4,738.40	\$91,915.20 \$123,198.40

THEREFORE, IT IS AGREED AS FOLLOWS:

The Risk Manager classification shall be added to the 2026 CME-MOU, Appendix 1 – Schedule of Job Titles and Hourly Pay Rates.

The Risk Manager classification shall be included within the CME bargaining unit and allocated to Administrative Services, Human Resources and Risk Management Division.

The addition of the Risk Manager classification shall become effective with 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.

//

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

For Chico Management Employees:

Miranda Bowersox 09/08/26
Miranda Bowersox (Sep 8, 2026 15:24:51 PDT)

Miranda Bowersox (Date)

Amcgar 09/08/26

Amanda McGarr (Date)

Tom Bahr 09/09/26

Tom Bahr (Date)

For the City of Chico:

Barbara Martin 09/08/26
Barbara Martin (Sep 8, 2026 11:15:41 PDT)

Barbara Martin, (Date)
Administrative Services Director

Gillian Haen 09/08/26
Gillian Haen (Sep 8, 2026 15:19:37 PDT)

Gillian Haen, City Manager (Date)

Approved As To Form:

Ryan Jones 09/08/26
Ryan Jones (Sep 8, 2026 09:39:45 PDT)

Ryan R. Jones, City Attorney* (Date)

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