



Goyette & Associates
Attn: Paul Goyette
11344 Coloma Road, Suite #145
Gold River, CA 95670-4458

May 20, 2010

Dear Paul,

In April 2009, the City of Chico notified the Chico Police Officers' Association that it was their intention to make changes to the educational requirements for the position of Police Sergeant. The CPOA made known our desire to meet and confer with the City. I immediately made contact with Labor Representative Steve Allen and informed him as to this situation.

The City agreed to a single meeting. Steve attended that meeting with me. At the conclusion of the meeting, the City announced that, despite our objections, they were going to proceed and implement the new and elevated requirements.

Steve was most diligent in assisting me as we began to fight the City on this issue. He informed the City that we believed that they were, by law, obligated to 'meet and confer.' The City disagreed. A mere three days after that single meeting, the City Manager signed and implemented the new requirements.

In late September, after not having any measurable success in getting the City to acknowledge our right to meet and confer, the CPOA decided to pursue a writ in the Butte County Superior Court. Your office assigned Attorney John McCaslin to our case. John eventually filed the writ, an amended writ and a request for a temporary restraining order. He also fended off two demurrer attempts.

The Assistant City Attorney handling the case was Alicia Rock. She can be a handful, and typically she has a few tricks up her sleeve. Working with her is certainly challenging and requires constant attention to detail.

Now, nearly 13 months later, we have prevailed in Superior Court. Yesterday, ACA Rock admitted (in writing) that the City was wrong and that we were right. John subsequently assisted in the preparation of both a stipulation and order. Today, ACA Rock signed the stipulation and delivered it to the Superior Court, along with the order for the Judge to sign. It's anticipated that the Judge will sign the order sometime next week.

For a variety of reasons, this was not an easy case. But at every juncture, I found Steve and John to be tremendously helpful and openly accessible. I know that you pay them a salary and that this is their job. However, I have observed and worked with other labor representatives and attorneys. I believe that Steve and John are very skilled at what they do. They represent you, your staff and your offices in a very positive light.

I think it's important to let you know about the great job they did. And personally, I love winning. They both helped us make that happen.

With Goyette & Associates on our team, I look forward to the next battle.

Sincerely,

A handwritten signature in black ink that reads "Terry". The signature is written in a cursive, slightly slanted style with a small loop at the end.

Terry A. Moore
President
Chico Police Officers' Association