

**LETTER OF AGREEMENT BETWEEN CITY OF CHICO AND INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS, LOCAL 2734, REGARDING PAY FOR EMERGENCY
INCIDENTS**

Pursuant to Subsection 1.10, entitled "Letter Agreement for Variation of Provision" of the "Memorandum of Understanding between City of Chico and International Association of Fire Fighters Regarding Wages, Hours and Other Terms and Conditions for Employment for January 1, 2014 through December 31, 2016 (2014 MOU-IAFF)," the City of Chico (City) and International Association of Fire Fighters (IAFF) enter into this Letter agreement regarding pay for emergency incidents.

Therefore, the City and IAFF agree as follows:

1. Effective May 3, 2015, Subsection 2.8, entitled "Pay for Emergency Incidents" shall be added as follows:

2.8 Pay for Emergency Incidents. Employees who, in the course of their employment, are away from their official duty station and assigned to an emergency incident outside of City jurisdiction, in support of an emergency incident outside of City jurisdiction, or pre-positioned for an emergency response outside of City jurisdiction shall be compensated on a portal to portal basis. Portal to portal shall be defined as beginning at the time of dispatch to the return to jurisdiction when equipment and personnel are in service and available for City response. Employees on such assignments shall be compensated for overtime pursuant to Section 2.4, entitled "Overtime Pay."

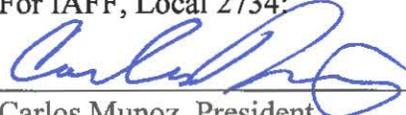
2. Any amendments or modifications to this Letter Agreement shall be in writing, signed and dated by both parties.

3. This Letter Agreement is effective May 3, 2015 through December 31, 2016.

4. All other terms, conditions, provisions and requirements of the MOU shall remain in full force and effect.

Signed and dated as follows:

For IAFF, Local 2734:



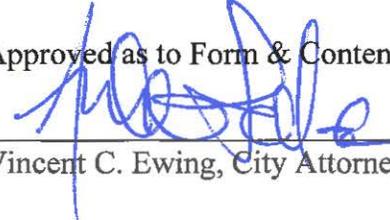
Carlos Munoz, President 5/15/15
(Date)

For City of Chico:



Mark Orme, City Manager 5/15/15
(Date)

Approved as to Form & Content:



Vincent C. Ewing, City Attorney