

**LETTER OF AGREEMENT BETWEEN CITY OF CHICO AND INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS, LOCAL 2734, REGARDING PERSONNEL LAYOFFS
AND DISPLACEMENT PROCEDURES**

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 personnel layoff and displacement procedures.

Therefore, the City and IAFF agree as follows:

1. Effective December 1, 2016, Subsection 6.8, entitled "Personnel Layoff and Displacement" shall be added as follows:

6.8 Personnel Layoff and Displacement. In the event of multi-position personnel layoffs, the City will lay off the highest rank classification first. *Example: If City is required to layoff three (3) Captains, six (6) Fire Apparatus Engineers, and six (6) Fire Fighters; the Captain positions will be laid off and allowed to displace (bump) FIRST. Once all displacement (bumping) has occurred at the Captain level, the three (3) Fire Apparatus Engineer positions will be laid off and allowed to displace (bump), and then the next rank will be laid off and allowed to displace (bump).*

Reductions in Personnel (layoffs) occur based on seniority in classification. The employee with the least amount of seniority in that classification will be laid off first.

Displacement (bumping) occurs based on total departmental seniority, regardless of how long the employee has been employed in their current classification. All hours spent in a higher classification will be applied toward seniority in a previously held classification. *Example: A Fire Apparatus Engineer has five (5) years of seniority in that classification. That employee is subsequently promoted to a Captain classification, and works as a Captain for three (3) years. In the event that employee is laid off from their rank as Captain, the employee will then be able to displace (bump) to Fire Apparatus Engineer with eight (8) years of seniority.*

For the purposes of Layoff and Displacement, a tie in seniority will be determined by the Departmental Ranking of the appointment or promotional recruitment.

Municipal Code 2R.72.140 applies for all other procedures related to layoff, displacement, and reinstatement.

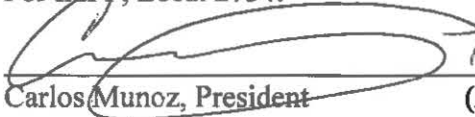
2. Any amendments or modifications to this Letter Agreement shall be in writing, signed and dated by both parties.

3. This Letter Agreement is effective December 1, 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 12-9-16
(Date)

For City of Chico:


Mark Orme, City Manager 12-9-16
(Date)

Approved as to Form & Content:



Vincent C. Ewing, City Attorney* (Date)

*Pursuant to the Charter of the City of Chico §906(D)