

**LETTER OF AGREEMENT BETWEEN CITY OF CHICO AND INTERNATIONAL
ASSOCIATION OF FIRE FIGHTERS, LOCAL 2734, REGARDING PERSONNEL
REINSTATEMENT 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 March 1, 2017, Subsection 6.9, entitled “Personnel Reinstatement Rights” shall be added as follows:

6.9 Personnel Reinstatement Rights. Specific to the Elimination of the SAFER Grant: In the event of personnel displacement due to a shortage of work or lack of funds, curtailment or elimination of a public services activity, or organizational restructuring which results in a reduction of force, displaced employees will be placed on a reinstatement list for the position(s) they were displaced from. This reinstatement list shall be active for five (5) years, as long as the displaced employee(s) are eligible for reinstatement. Eligible employees are those employees current on the “Acting” list for the specified position.

In the event a vacancy occurs, eligible displaced employees on an applicable reinstatement list shall be reinstated in the inverse order in which the displacement occurred.

No promotional hiring process for open positions will be held until the applicable reinstatement lists have been exhausted.

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 March 1, 2017.

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

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Signed and dated as follows:

For IAFF, Local 2734:



Ken Smith, President

3/24/17
(Date)

For City of Chico:



Mark Orme, City Manager

4/3/17
(Date)

Approved as to Form & Content:



Vincent C. Ewing, City Attorney* (Date)

4/3/17

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