

**CITY OF CHICO AND  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021  
TRADES AND CRAFTS UNIT  
LETTER AGREEMENT  
RECRUITMENT SIGNING BONUS**

**Whereas**, the City of Chico (“City”) and the Service Employees International Union (SEIU), Local 1021 reached a Memorandum of Understanding (“MOU”), effective January 1, 2022 through December 31, 2024; and

**Whereas**, the City and SEIU have agreed that recruitment and retention issues exist for qualified Equipment Mechanic II employees; and

**Whereas**, the City and SEIU have agreed that a recruitment signing bonus has been effectively deployed in the past and attracted qualified candidates for the Equipment Mechanic II position; and

**Whereas**, the City and SEIU have agreed that offering a signing bonus of up to \$10,000 dollars will be beneficial in attracting qualified candidates for the Equipment Mechanic II position and shall be administered as follows, with the approval of City Council:

Incumbents hired by the City of Chico Operations and Maintenance Department after this letter agreement is approved by City Council and through the calendar year of 2023, shall be paid out the agreed-upon signing bonus in three (3) installments as follows:


- The first one-half (1/2) of the agreed-upon signing bonus amount shall be paid on the newly-hired employee’s first paycheck.
- The second one-quarter (1/4) of the agreed-upon signing bonus amount shall be paid out in the first paycheck following completion of six (6) months’ employment.
- The final one-quarter (1/4) of the agreed-upon signing bonus amount shall be paid out upon the employee’s successful completion of their required probationary period.


**THEREFORE, IT IS AGREED AS FOLLOWS:**

1. The City and SEIU agree to the terms set forth in this Letter Agreement and any amendments or modifications to the Letter Agreement shall be in writing, signed and dated by both parties, and approved by City Council.
2. All other sections of the 2022 – 2024 MOU shall remain in full force and effect.

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

SEIU

By:  2-13-23  
James Erven (Date)  
Chapter President

By:  2/14/2023  
Dary Sardad (Date)  
Local 1021 Representative

CITY OF CHICO

By:  Feb 14, 2023  
Mark Sorensen (Date)  
City Manager

Approved as to Form:

 Feb 27, 2023  
Vince C. Ewing (Date)  
City Attorney\*

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