

## LETTER AGREEMENT

### LETTER AGREEMENT BETWEEN CITY OF CHICO AND CHICO POLICE OFFICERS ASSOCIATION REGARDING CAMP FIRE LEAVE CASH OUTS AND THE EXTENSION OF THE 2018 HOLIDAY TIME BANK

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Pursuant to the provisions of the Meyers-Milias-Brown Act (“MMBA”) and Subarticle 1.6, entitled “Letter Agreement for Variation of Provisions” of the Memorandum of Understanding between the City of Chico (“City”) and Chico Police Officers Association (“CPOA”) effective January 1, 2018 through December 31, 2020 (“2018 MOU-CPOA”), this Letter Agreement is entered into on November 1, 2018, between the City and the CPOA (“Letter Agreement”) as an amendment to the 2018 MOU-CPOA. It is understood and agreed that the specific provisions contained in this Letter Agreement shall supersede any previous agreements, whether oral and/or written, regarding the matters contained herein. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by CPOA in the 2018 MOU-CPOA shall remain in full force and effect.

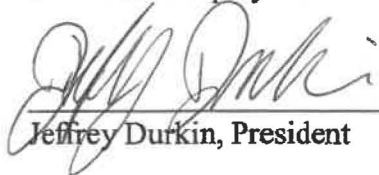
Therefore, the City and Union agree as follows:

1. Butte County recently experienced the deadliest wildfire in state history – our local communities have been tragically affected – with over thirty-two (32) City of Chico Employees either being evacuated from their homes or having lost their homes.
2. As such, employees who were evacuated from their home, or lost their home, are eligible to “cash out” up to eighty (80) hours of Vacation, Compensated Time Off, or Selective Time Off accruals. All requests for the available “cash out” must be made by December 31, 2018.
3. As such, all CPOA employees shall be permitted to roll any unused Holiday Time Bank hours to the next calendar year. All 2018 hours rolled will be removed, without compensation, from the Employee’s payroll records as of June 30, 2018.

4. This Letter agreement shall remain in effect from December 1, 2018 through June 30, 2019.
5. Any amendments or modifications to this Letter Agreement shall be in writing, signed and dated by both parties.

Signed and dated as follows:

For Chico Employee Association:

  
\_\_\_\_\_  
Jeffrey Durkin, President


12-13-18  
(Date)

For the City of Chico:

  
\_\_\_\_\_  
Mark Orme, City Manager

12/10/18  
(Date)

Approved As To Form:

  
\_\_\_\_\_  
Vincent C. Ewing, City Attorney\*

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