

**LETTER OF AGREEMENT BETWEEN CITY OF CHICO AND INTERNATIONAL  
ASSOCIATION OF FIRE FIGHTERS, LOCAL 2734, REGARDING ENHANCED PAY FOR  
BIRTH OR ADOPTION**

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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, 2017 through December 31, 2021 (2018 MOU-IAFF)," the City of Chico (City) and International Association of Fire Fighters (IAFF) enter into this Letter agreement regarding enhanced pay for birth or adoption.

Therefore, the City and IAFF agree to modify section 3.5, effective June 1, 2021, as follows:

**3.5. LEAVES OF ABSENCE.**

**A. Leave Without Pay.** Employees shall be entitled to apply for and take leave of absence without pay in conformance with the provisions of City Administrative Policy and Procedure 13-24, entitled "Leaves of Absence," as they are in effect at the time the request is made.

**B. Leave With Pay - Birth or Adoption of Child.**

**1. Amount; When Taken.** In the event of the birth of an Employee's child or adoption of a child by an Employee, such Employee shall be entitled to a leave of absence with pay for a period of three (3) consecutive work weeks or days or six (6) twenty-four hour shifts if they are assigned to a 56 hour work week, and three (3) consecutive work weeks or one-hundred and twenty (120) hours if they are assigned to a 40 hour work week. Such leave shall only be taken within fourteen (14) days after the date of such birth or adoption. An Employee shall be eligible for a single leave period for the event of a birth or adoption, without regard to the number of children involved. The birth or adoption of multiple children at one time shall not create eligibility for more than one birth or adoption leave period

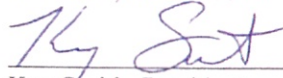
**2. Notification Procedure.** Employees shall notify their department head as soon as possible after such birth or adoption date as to which days Employee will be on birth or adoption leave.

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

  
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Ken Smith, President

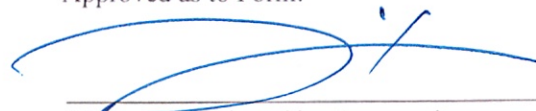
6/15/21  
(Date)

For City of Chico:

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

7/5/2021  
(Date)

Approved as to Form:

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

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