

## LETTER AGREEMENT

### LETTER AGREEMENT BETWEEN CITY OF CHICO AND CHICO POLICE OFFICERS ASSOCIATION REGARDING WORKERS' COMPENSATION MODIFIED DUTY

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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 ("2018MOU-CPOA"), this Letter Agreement is entered into on June 14, 2021, 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 that Article 7.1 shall be amended as follows:

#### **7.1 HOURS AND SHIFTS**


**E. Workers' Compensation Modified Duty.** All Physician Letters, identifying work restrictions, shall be evaluated by the department and Human Resources to assess what reasonable accommodation may be made. In the event an injured worker's regular schedule is swing shift or night shift, and that injured worker is reasonably accommodated on day shift, the employee shall be "kept whole" and shall maintain their swing or night shift differential for the duration of the reasonable accommodation, or until the next scheduled shift change. The department and Human Resources shall review all forms of reasonable accommodation every thirty (30) days to assess the appropriateness of said accommodation.

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

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Signed and dated as follows:

For Chico Employee Association:

  
Tyler Rainey, President (Date) 7-22-21

For the City of Chico:

  
Mark Orme, City Manager (Date)

Approved As To Form:

  
Vincent C. Ewing, City Attorney\*

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