

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND THE UNITED PUBLIC  
EMPLOYEES OF CALIFORNIA, LOCAL 792, REGARDING ONE-TIME VACATION  
CASH OUT

Pursuant to Subarticle 1.6, entitled "Letter Agreement for Variation of Provisions" of the Memorandum of Understanding between the City of Chico and Chico Employees Association Regarding Pay, Hours and Other Terms and Conditions of Employment for the Period of ~~January 1, 2016~~ <sup>July 1, 2019</sup> through ~~June 30, 2019~~ <sup>Dec. 31, 2021</sup> (2019 CEA MOU)," the City of Chico (City) and United Public Employees of California, Local 792 (Formerly: Chico Employees Association) enter into this Letter Agreement to temporarily allow for a one-time vacation cash out.

Therefore, the City and UPEC agree as follows:

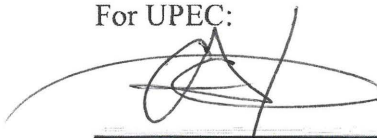
*Employees shall be eligible to "cash-out" Tax Year 2020 accrued, but not used, vacation accruals up to a value of one-thousand gross dollars (\$1,000). All irrevocable elections for this one-time "cash out" option must be submitted to the Finance Department, on an approved form, no later than December 31, 2019.*

*This vacation "cash out" shall be a one-time, non-precedent setting option, and shall be made payable on June 25, 2020.*


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

Signed and dated as follows:

For UPEC:

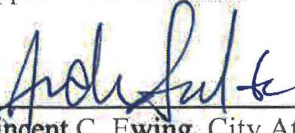
  
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Steve Allen (Date) 10-7-19  
Business Manager

For the City of Chico:

  
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Mark Orme (Date) 10/8/19  
City Manager

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Approved as to **Form:**

  
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Vincent C. Ewing, City Attorney\*

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