

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021 – TRADES AND CRAFTS UNIT REGARDING LATERAL SIGNING BONUS

Pursuant to Subarticle 1.6, entitled “Letter Agreement for Variation of Provisions” of the Memorandum of Understanding between the City of Chico and Service Employees International Union, Local 1021 – Trades and Crafts Unit Regarding Pay, Hours and Other Terms and Conditions of Employment for the Period of January 1, 2018 through December 31, 2021 (2018 MOU-SEIU-TC),” the City of Chico (City) and Service Employees International Union – Trades and Crafts Unit (Union) enter into this Letter Agreement to temporarily allow for lateral signing bonuses.

Therefore, the City and Union agree as follows:

1. It is understood that the City of Chico Operations and Maintenance Department has experienced noteworthy recruitment and retention issues for qualified Equipment Mechanic II employees. As such, Effective May 1, 2019, the City and SEIU agree that:

New Equipment Mechanic II employees hired by the City of Chico Operations and Maintenance Department, only after May 1, 2019, are eligible for a signing bonus of up to \$10,000. Newly hired Mechanics will be paid this bonus in three (3) installments.

Newly hired Mechanics will receive their first installment of \$4,000 on their first paycheck. Thereafter, the Mechanic will receive their remaining two (2) installments, of an agreed upon amount, after the successful completion of the first six months of employment, and then after successful completion of the required probationary period.

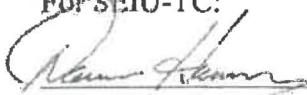
2. This agreement shall remain in effect for the duration of the Side Letter, May 1, 2019 through June 30, 2020.
3. Any amendments or modifications to this Letter Agreement shall be in writing, signed and dated by both parties.

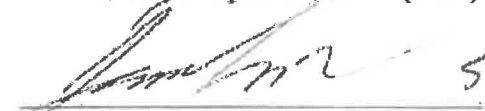
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4. All other terms, conditions, provisions and requirements of the 2018 MOU – SEIU – TC shall remain in full force and effect.

Signed and dated as follows:


For SEIU-TC:

 5-17-19
Dave Hovey, Representative (Date)

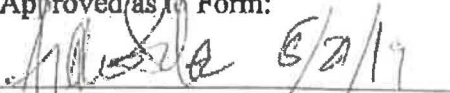
 5-17-19
James Erven, Representative (Date)

 6/5/19
Amanda Steiner, Local 1021 (Date)

For the City of Chico:

 5/22/19
Mark Orme (Date)
City Manager

Approved as to Form:

 6/2/19
Vince C. Ewing (Date)
City Attorney*

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