

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND STATIONARY ENGINEERS, LOCAL 39 REGARDING 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 Stationary Engineers, Local 39 Regarding Pay, Hours and Other Terms and Conditions of Employment for the Period of January 1, 2018 through December 31, 2022 (2018 Local 39 MOU)," the City of Chico (City) and Stationary Engineers, Local 39 (Union) enter into this Letter Agreement as an amendment to the 2018 Local 39 MOU. 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 L39 in the 2018 Local 39 MOU shall remain in full force and effect.

Therefore, the City and Union 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:

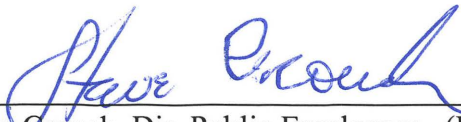
For Local 39:

For the City of Chico:

Bart Florence 10/25/19
Bart Florence, Business Manager (Date)

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

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Steve Crouch, Dir. Public Employees (Date)

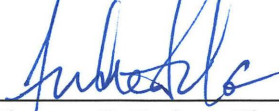


Garrett Dickinson, Field Rep.

10/16/19

(Date)

Approved As To Form:



Vincent C. Ewing, City Attorney*

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