

**LETTER OF AGREEMENT BETWEEN CITY OF CHICO AND PUBLIC SAFETY
MANAGEMENT REGARDING ONE TIME VACATION PAY OUT**

Pursuant to Subarticle 1.5, entitled "Letter Agreement for Variation of Provision" of the "Resolution Providing for Pay, Benefits and Other Terms and Condition of Employment for Public Safety Management Positions (2018 Public Safety Management Employees Pay and Benefits Resolution)," the City of Chico (City) and Public Safety Management (PSM) enter into this Letter agreement to permit a one-time vacation pay out.

Therefore, the City and PSM agree as follows:

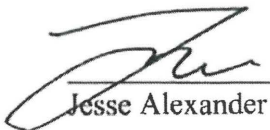
Employees shall be eligible to "cash-out" Tax Year 2020 accrued, but not used, vacation accruals up to a value of one-thousand gross dollars (\$1,000). All irrevocable elections for this one-time "cash out" option must be submitted to the Finance Department, on an approved form, no later than December 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.
2. All other terms, conditions, provisions and requirements of the Resolution shall remain in full force and effect.

Signed and dated as follows:

For Public Safety Management:



Jesse Alexander

10/9/19

(Date)

For City of Chico:



Mark Orme, City Manager (Date)