

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND CHICO POLICE OFFICERS ASSOCIATION REGARDING ENHANCED LEAVE WITH PAY FOR BIRTH OR ADOPTION

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 May 15, 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 6.4.B shall be amended as follows:

B. Leave of Absence With Pay - Birth or Adoption of Child.

1. Amount; When Taken. In the event of the birth of an Employee’s or Employee’s registered domestic partner’s child, or the adoption of a child by an Employee or Employee’s registered domestic partner, such Employee shall be entitled to a leave of absence with pay for a period of three (3) ~~consecutive work days or shifts~~ weeks or one hundred and twenty (120) hours. Such leave shall only be taken within fourteen (14) days after the date of such birth or adoption. An Employee shall be eligible for a single leave period for the event of a birth or adoption, without regard to the number of children involved. The birth or adoption of multiple children at one time shall not create eligibility for more than one birth or adoption leave period.

2. Notification Procedure. Employees shall notify Chief of Police as soon as possible after such birth or adoption date as to which days Employee will be on birth or adoption leave.

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 5-18-21
(Date)

For the City of Chico:


Mark Orme, City Manager 5/24/21
(Date)

Approved As To Form:


Vincent C. Ewing, City Attorney*

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