

## LETTER AGREEMENT

### LETTER AGREEMENT BETWEEN CITY OF CHICO AND CHICO POLICE OFFICERS ASSOCIATION REGARDING REFERRAL INCENTIVES

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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 April 26, 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 as follows:

1. It is understood that the City of Chico Police Department has experienced noteworthy recruitment and retention issues for qualified Police Officers. This Side Letter, in addition to the other tools already implemented, further improve the City’s competitiveness in ensuring a safe community. As such, Effective April 26, 2021, the City and CPOA agree that:

**Through conversation, relationships, mentoring and networking, employees have the opportunity to contribute to the wealth of talent the City employs. City Employees are encouraged to refer applicants to vacant Police Officer Positions.**

**For every referral from a City Employee that is successfully hired, the City Employee will receive a Referral Incentive Bonus (paid in two parts). There shall be no limit as to how many referrals an employee can submit.**

**Employees shall submit an email to Human Resources identifying the referred applicant and the applicable position prior to the applicant submitting their application materials.**

Once the applicant successfully completes all phases of the examination and background process, and has been appointed to the designated position, the City Employee shall be eligible to receive the first referral bonus.

Once the applicant has successfully completed the established probationary period, the City Employee shall be eligible to receive the second and final referral bonus.

Each bonus will be a one-time, non-pensionable amount of \$750.00 (\$1,500 total per referral).

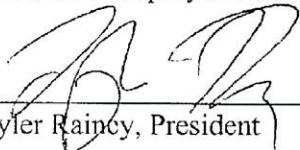
The following exclusions shall apply:

- Only one City Employee, per applicant, shall be eligible for the Referral Incentive;
- A referral for an existing City Employee shall not be eligible for the Referral Incentive;
- City Employees who have separated employment forfeit eligibility for Referral Incentives not yet paid at time of separation;
- City Employees involved in the hiring process shall not be eligible for the Referral Incentive.

2. This agreement shall remain in effect until June 30, 2022.
3. Any amendments or modifications to this Letter Agreement shall be in writing, signed and dated by both parties.

Signed and dated as follows:


For Chico Employee Association:

  
 Tyler Rainey, President (Date) 4-20-21

For the City of Chico:

  
 Mark Orme, City Manager (Date)

Approved As To Form And Content:

  
 Vincent C. Ewing, City Attorney\*

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