

LETTER AGREEMENT

LETTER AGREEMENT BETWEEN CITY OF CHICO AND MANAGEMENT EMPLOYEES
REGARDING ONE TIME VACATION CASH OUT

Pursuant to Subarticle 1.5, entitled "Letter Agreement for Variation of Provisions" of the Resolution Providing for Pay, Benefits, and Other Terms and Conditions of Employment for Management Positions (2017 Management Employees Pay and Benefits Resolution), the City of Chico (City) and Management Employees (MGT) enter into this Letter Agreement to allow for a one-time vacation cash out.

Therefore, the City and MGT 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 2017 Management Employees Pay and Benefits Resolution shall remain in full force and effect.

Signed and dated as follows:

For Management Employees:



Nancy Kelly (Date)

For the City of Chico:

 10/8/19

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 §906(D)