

**CITY OF CHICO AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021
TRADES AND CRAFTS UNIT
LETTER AGREEMENT
RECRUITMENT SIGNING BONUS**

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 the Service Employees International Union (SEIU), Local 1021, effective January 1, 2022 through June 30, 2025 (“2022 - 2025 MOU”), this Side Letter Agreement is entered into on April 15, 2025, between the City and SEIU as an amendment to the 2022 – 2025 MOU. It is understood and agreed that the specific provisions contained in this Side Letter Agreement shall supersede any previous agreements, whether oral and/or written, regarding the matters contained herein.

Whereas, the City and SEIU have agreed that recruitment and retention issues exist for qualified Equipment Mechanic II employees; and

Whereas, the City and SEIU have agreed that a recruitment signing bonus has been effectively deployed in the past and attracted qualified candidates for the Equipment Mechanic II position;

Whereas, the previous agreement authorizing such signing bonuses expired on December 31, 2023; and

Whereas, the City and SEIU have agreed that offering a signing bonus of up to \$10,000 dollars has been and will be beneficial in attracting qualified candidates for the Equipment Mechanic II position and shall be administered as follows, with the approval of City Council:

Incumbents hired by the City of Chico Operations and Maintenance Department shall be paid out the agreed-upon signing bonus in three (3) installments as follows:

- The first one-half (1/2) of the agreed-upon signing bonus amount shall be paid on the newly-hired employee’s first paycheck.
- The second one-quarter (1/4) of the agreed-upon signing bonus amount shall be paid out in the first paycheck following completion of six (6) months’ employment.
- The final one-quarter (1/4) of the agreed-upon signing bonus amount shall be paid out upon the employee’s successful completion of their required probationary period.

THEREFORE, IT IS AGREED AS FOLLOWS:

1. This signing bonus administered in accordance with this Side Letter Agreement shall remain in effect from January 1, 2024 through the expiration of the current 2022 – 2025 MOU..

2. The City and SEIU agree to the terms set forth in this Letter Agreement and any amendments or modifications to this Letter Agreement shall be in writing, signed and dated by both parties, and approved by City Council.

3. Except as provided herein, the 2022 - 2025 MOU shall remain unchanged.

This Letter Agreement is executed on the date signed below.

For Service Employees International Union, Local 1021: For the City of Chico:

By: Rob Henderson 04/07/25
Rob Henderson (Apr 7, 2025 14:38 PDT)
 Robert Henderson (Date)
 Chapter President

By: Dary Sardad 04/08/20
Dary Sardad (Apr 8, 2025 08:56 PDT)
 Dary Sardad (Date)
 Local 1021 Representative

By: Barbara Martin 04/03/25
Barbara Martin (Apr 3, 2025 14:28 PDT)
 Barbara Martin (Date)
 Administrative Services Director

By: Mark Sorensen 04/08/25
Mark Sorensen (Apr 8, 2025 09:14 PDT)
 Mark Sorensen (Date)
 City Manager

Approved as to Form and Content:

John W. Lam 04/03/25
John W. Lam (Apr 3, 2025 13:50 PDT)
 John Lam (Date)
 City Attorney*

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