

SIDE LETTER AGREEMENT
BETWEEN CITY OF CHICO AND INTERNATION ASSOCIATION OF FIRE FIGHTERS
REGARDING EMPLOYEE MEDICAL TRUST CONTRIBUTIONS

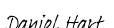
Pursuant to the provisions of the Meyers-Milias-Brown Act (“MMBA”) and Subarticle 1.10, entitled “Letter Agreement for Variation of Provisions” of the Memorandum of Understanding between the City of Chico (“City”) and Internation Association of Fire Fighters (“IAFF”) effective July 1, 2021 through June 30, 2025 (“2022 MOU-IAFF”), this Side Letter Agreement is entered into on January 6, 2025, between the City and the IAFF (“Side Letter Agreement”) as an amendment to the 2022 MOU-IAFF. 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. Except as provided herein, all wages, hours and other terms and conditions of employment presently enjoyed by IAFF in the 2023 MOU-IAFF shall remain in full force and effect.

Therefore, the City and Union agree as follows:

Every active employee who is currently a member of the bargaining unit represented by IAFF contributes \$50.00 per pay period to the Retiree Medical Trust (RMT) (2022 MOU-IAFF Subarticle 3.21(B)). The IAFF voted to add an additional employee contribution of \$25 per pay period into the RMT for a total contribution of \$75 per pay period per member. The \$75 per pay period IAFF-covered employee contribution shall be paid for by each IAFF-covered employee, at no additional cost to the City, and shall be in conformance with those applicable Internal Revenue Code requirements that allow for City contributions to be made on a tax-free basis. The additional \$25.00 per pay period IAFF-covered employee contribution will begin the pay period after adoption of this Agreement.

This side letter agreement shall remain in effect until June 30, 2027. Any amendments or modifications to this Side Letter Agreement shall be in writing, signed and dated by both parties. Signed and dated as follows:

For International Association of Fire Fighters:


Daniel Hart [Dec 11, 2025 15:20:40 PST]

Daniel Hart, President (Date)

For the City of Chico:


Barbara Martin [Dec 12, 2025 15:28:23 PST]

Barbara Martin, Director of Administrative Services (Date)


Mark Sorensen [Dec 15, 2025 10:09:13 PST]

Mark Sorensen, City Manager (Date)

Approved As To Form And Content:


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

Dec 11, 2025