

**GROUND RULES TO GUIDE MEETING AND CONFERRING BETWEEN  
THE CITY OF REDDING  
AND  
THE REDDING PEACE OFFICERS' ASSOCIATION  
2015 NEGOTIATIONS**

The following ground rules are proposed by the City of Redding for the contract negotiations with the Peace Officers Association of Redding:

1. The Redding Peace Officers' Association team shall consist of five (5) representatives from the RPOA membership, five of whom shall be granted time off without loss of compensation, seniority, or other benefits, as noted in number 5 below.
2. The parties shall provide one another the names of their respective teams prior to the first scheduled negotiations meeting.
3. A person or persons other than members of the bargaining team shall be admitted to a negotiations meeting only by prior agreement of the parties.
4. One or more permanent members of either team may be permanently replaced by their respective party if the member becomes unavailable to continue as a permanent member of the team.
5. It is agreed and understood that up to five (5) members of the Association's bargaining team will not be required to work any shift scheduled on a bargaining day and, in addition, a member assigned to work graveyard shift will be allowed to leave work five (5) hours early on the night immediately preceding a bargaining day without loss of compensation, seniority or other benefits. An exception to the foregoing shall occur when a scheduled negotiations session terminates two (2) hours or earlier from the time the session began. In such case, Association team members will return to work if so scheduled unless the Association chooses to utilize Association release time from the bank established in Article 22.3 of Article 22 of the current MOU. For this purpose only, prior to utilization of the Association time bank, bargaining members so affected will obtain approval to be absent from work from the day shift supervisor or Watch Commander. The City agrees to discuss Association time bank approval issues upon request.
6. For each member of the Association's team released pursuant to these ground rules, the employee's work performance, workload and management's expectations of his or her performance in terms of quantity of work shall be adjusted to reasonably reflect absences on release time for meet and confer purposes.
7. Notification by employees relative to bargaining meetings will be communicated to their supervisor with as much notice as possible, but at least forty-eight (48) hours prior to the meeting. Negotiations may be canceled at the request of either party's spokesman with as much notice as possible, but at least seventy-two (72) hours prior to the bargaining date. Whenever bargaining is canceled, employees will continue to work their regular shift, unless other mutually agreed to arrangements have been made.
8. City agrees to provide a meeting room for bargaining purposes. The parties agree to hold

regular meetings commencing on \_\_\_\_\_. Each subsequent meeting will be scheduled at the conclusion of each session. The party's spokesman may mutually agree to hold more or less frequent meetings.

9. Following the third bargaining session after either party submits a written, comprehensive initial proposal, neither team may submit new subjects for negotiations, which are not reasonably related to the already submitted proposals, except by mutual agreement.
10. The parties chief spokesman will be Dan Thompson for the Association and Bill Avery for the City. Both chief spokesmen shall have the authority to present and receive items for discussion, schedule meetings, reschedule and cancel meeting and to reach tentative agreements, including overall final tentative agreement.
11. It is understood that the results of a tentative agreement on all subjects between the parties will be positively recommended by the parties to their respective constituencies for ratification and adoption.
12. Both bargaining teams agree that, to the best of their abilities, the confidentiality of the bargaining process up to mediation shall be maintained until such time as an agreement is ratified or impasse is declared. Confidentiality is not intended to prohibit communication between each party and their respective constituencies (City Council and Association membership). For example, communication will not occur between management representatives and Association members, or Association negotiators and the City Council or other City officials, so long as this confidentiality is in effect.
13. The City agrees to provide a redline version of the proposed MOU to the Association within fourteen (14) calendar days of reaching an overall agreement.
14. It is agreed by both parties that they will adhere to the provisions of 1.6 of the MOU between the City and the RPOA prohibiting appeals directly to the news media or the City Council during the bargaining process.

Agreement Reached:

FOR THE CITY,

FOR THE ASSOCIATION,

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Bill Avery  
Negotiator

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Daniel Thompson  
Labor Attorney