



CITY OF REDDING

PERSONNEL DIVISION

PERSONNEL . VOLUNTEER SERVICES . RISK MANAGEMENT

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August 2, 2012

CODE: P-100-050-120

Brad LaCroix, President
Redding Peace Officers Association
1860 Park Marina Drive
Redding, CA 96001

Subject: Side Letter of Agreement to MOU between City of Redding and Redding Peace Officers Association Regarding Use of Alternate Evaluation Form

Dear Brad:

The purpose of this letter is to confirm the understanding reached between the City of Redding and the Redding Peace Officers Association regarding the use of an alternative evaluation form as an enhancement to the Memorandum of Understanding, Exhibit "C" Police Officer Performance Evaluation Instructions when certain conditions are met. The conditions would be as follows:

- The employee has reached the highest step within their classification,
- The last performance review on file is no older than 15 months,
- The performance review rated the employee at "meets job standards" or better,
- There are no significant changes in duties.
- The simplified version may only be used every other year.

The supervisor and the employee would meet to discuss achievements and to reiterate the employee's development plan. The evaluation would be a brief memo written on the attached form.

If the Association concurs with the foregoing, please sign and date the enclosed copies of this letter, return one to me, and keep the other copy for your records.

Sincerely,

A handwritten signature in black ink that reads "Sheri DeMaagd".

Sheri DeMaagd
Personnel Director

The Association concurs with the above:

A handwritten signature in black ink that reads "Brad LaCroix".

Brad LaCroix, RPOA President

8-7-12

Date

C: Robert Paoletti, Chief of Police
Kurt Starman, City Manager
Barry Tippin, Assistant City Manager
Council Members