



CITY OF REDDING

PERSONNEL DIVISION

PERSONNEL . VOLUNTEER SERVICES . RISK MANAGEMENT

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November 19, 2012

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 12.5 Hour Shifts

Dear Brad:

This letter is to confirm the agreement reached between the City of Redding and Redding Peace Officers' Association regarding the continued use of a twelve and one half hour shift schedule for Police Officers assigned to Field Operations.

The work hours and shifts, including the twelve and one half hour shift schedule, will be subject to department needs and consistent with the Memorandum of Understanding (MOU). For the Police Officers assigned to the twelve and one half hour shift schedule, the bi-weekly pay and leave accruals will fluctuate based on the number of regular hours worked, either 75 hours or 85 hours.

Section 7(k) of The Fair Labor Standards Act (FLSA) provides for a partial overtime exemption for law enforcement personnel working in a designated work period. As such, the City designates the work period for law enforcement personnel as 14 days. Per FLSA, overtime would be required once an employee has worked the maximum hour standard of 86 hours in the 14 day work period. Additionally, in accordance with the MOU, overtime would be paid on the basis of time worked in excess of a normally assigned work shift (12.5 or 10 hours per shift), time worked on a non-work day and time worked on a City recognized holiday.

Either the City or the Union may cancel this side letter by providing a four (4) month notice to the other party.

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

Sincerely,


Sheri DeMaagd, Personnel Director

The Association concurs with the above:


Brad LaCroix, RPOA President

11-26-12
Date

c: Kurt Starman, City Manager
Barry Tippin, Assistant City Manager
Robert Paoletti, Chief of Police
Council Members
Bill Avery, Negotiator