

**NEGOTIATIONS BETWEEN CITY OF REDDING AND REDDING PEACE
OFFICER'S ASSOCIATION (RPOA)
TENTATIVE AGREEMENT
April 3, 2018**

TERM OF THE MOU:

23.1 This Memorandum of Understanding, having taken effect as of July 1, 1974, and having thereafter been amended, shall continue in full force and effect until the ~~twenty-sixth~~ day of XXXX (2 years after City Council approval of the agreement) ~~June 26, 2017~~, and thereafter from year to year unless written notice of change or termination shall be given by either party ninety (90) days prior to the expiration date above or the expiration date of any year thereafter, except, however, this Memorandum of Understanding shall only become effective with approval of the City Council of the City of Redding.

WAGES:

All wages shall remain unchanged through the above listed date of the Memorandum of Understanding.

ALL OTHER TERMS AND CONDITIONS:

Tentative agreements include the following:

City Proposal #2 – Article 1: Preamble

1.2 It is the policy of the City and Union not to, and neither party will interfere with, intimidate, restrain, coerce or discriminate against any employee because of race, color, sex, sexual orientation, citizenship status, marital status, ethnicity, age (for people 40 and older), religion, gender identity, gender expression, genetic information, national origin and ancestry, political affiliation, creed, military or veteran status, physical disability, mental disability, medical condition or any other characteristic protected by state or federal law ~~race, creed, sex, color or national origin~~.

Union Proposal #7 – Eliminate Step 8 for Police Corporal and Police Investigator on Exhibit “A-3”.

PEACE OFFICERS ASSOCIATION OF REDDING

EXHIBIT “A-3” Effective First day of pay period after City Council approval ~~January 1, 2017~~

Step - Hourly Pay Rate J/C Classification	Step 9									Monthly Equivalent	
	1	2	3	4	5	6	7	8	9		
659 Canine Officer**	\$15.41										
680 Police Recruit	\$25.73										
660 Police Officer	\$30.14	\$31.64	\$33.22	\$34.88	\$36.63	\$38.46	\$40.38	\$42.40	\$44.52	\$7,717	
623 Police Court Officer*								\$43.51	\$45.68	\$7,918	
625 Police Investigator*								\$44.56	\$46.79	\$8,110	
628 School Resource Officer*						\$40.42	\$42.44	\$44.56	\$46.79	\$8,110	
629 Police Corporal								\$45.56	\$47.84	\$8,293	

Union #15- Corporal Upgrade Pay

8.3(b) When assigned by the Department ~~a~~ A Police Corporal shall be granted a 5% upgrade when performing higher duties ~~due to replace an absent an extended absence of a~~ Police Sergeant and when performing a substantial majority of such the Sergeant's duties for a full work day.

Union #16 – Eliminate Temporary Classification Language

~~8.5 — For purposes of wage rate progression in a temporary classification, the time worked by an employee in other than the employee’s regular classification shall also be accrued in such temporary classification.~~

Union #18 – Investigations Flex Schedule Relative to Holidays

17.2 Pursuant to Article 9.9, employees assigned to the Investigations Division who work a Flexible Work Schedule may request to adjust their work schedule through their immediate supervisor during a week which contains a City recognized holiday. Nothing in this section is intended to prohibit management rights to decline the request based on the needs of the department.

Union #20 – Removal of Obsolete Language

~~18.1(b) Effective July 1, 1989, for one time only, vacation hours accumulated in excess of five hundred (500) hours will be retained in a separate time bank to be used by the employee in the same manner as regular vacation time.~~

Union #21- Eliminate Duplicative Signature Page and Former Track-Changes

All terms and conditions to remain in full force and effect.

Tentative Agreement Date:

Time:

Signature for City:
Bill Avery/Labor Negotiator

Signature for RPOA:
Dan Thompson/ RPOA