



CITY OF REDDING

PERSONNEL DIVISION

PERSONNEL . VOLUNTEER SERVICES . RISK MANAGEMENT

777 Cypress Avenue, Redding, CA 96001-2718

P.O. Box 496071, Redding, CA 96049-6071

530.225.4065 FAX 530.225.4062 - Personnel/Volunteer

530.225.4385 FAX 530.225.4300 - Risk Management/Liability

February 2, 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 Temporary Suspension of Mandatory Shift Rotation

Dear Brad:

This letter is to confirm the agreement reached between the City of Redding and Redding Peace Officers' Association regarding the temporary suspension of mandatory shift rotation per Article 9: Hours and Overtime, Section 9.3(b).


Article 9, Section 9.3(b), states, "... Shift rotation will be scheduled every four (4) months beginning the first day of the pay period closest to January 1, May 1 and September 1. An officer will not be permitted to remain on a given shift in excess of ~~twelve (12)~~, sixteen (16) consecutive months. Police Officers may be assigned to days off and a watch based on Departmental needs and/or administrative adjustments. As much notice as is practical will be provided when making assignments based upon Departmental needs and/or administrative adjustments. Any administrative adjustment in assignment made after completion of a watch sign up shall not give an employee the right to bump for another watch, a change in days off, or vacation."

By way of this side letter, the City and Association agree that an officer will be permitted to remain on a given shift beyond sixteen consecutive months. Further, this letter affirms the Chief of Police's ability to reassign an officer to a specific shift, regardless of the reason, during this period of agreement.

The suspension of mandatory shift rotation will sunset effective May 1, 2014, unless both parties agree to extend this agreement further to a specified date or through MOU contract language.

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.

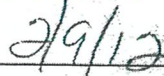
Sincerely,


Sheri DeMaagd
Personnel Director

The Association concurs with the above:


Brad LaCroix, RPOA President

Date



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