



CITY OF REDDING

PERSONNEL DEPARTMENT

PERSONNEL . RISK MANAGEMENT . VOLUNTEER SERVICES

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May 5, 2014
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 a One Year Extension on the 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 set to expire on May 1, 2014, 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 ~~twelve (12)~~, of 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."

The suspension of mandatory shift rotation is scheduled to conclude on May 1, 2014; however, both parties agree to extend the suspension of mandatory shift rotation until May 1, 2015.

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
Steve Allen, Business Representative
Council Members