

CITY OF REDDING



PERSONNEL DEPARTMENT

PERSONNEL . RISK MANAGEMENT . VOLUNTEER SERVICES

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530.225.4065 FAX 530.225.4062

December 27, 2004

Mr. Steve Allen, Labor Representative
Labor Associates, Inc.
1860 Park Marina Drive
Redding, CA 96001

Subject: Letter Agreement Between the City of Redding and the Redding Peace Officers Association
Pertaining to a Training Schedule - March 27, 2005, through April 23, 2005

Dear Steve:

The purpose of this letter is to confirm the understanding reached between the City of Redding and the Redding Peace Officers Association (RPOA) regarding establishing a training schedule. The agreement is to schedule the last four weeks of the first shift rotation in 2005 (March 27 through April 23), specifically to accomplish certain training goals of the Department, including POST-mandated perishable skills. This "training schedule" is for the described time period only and is supported by a vote of the membership. Further modifications to the schedule for training purposes require a meet and confer process.

By agreement, members of RPOA agree to adjust their hours to attend training in compliance with Section 9.6 of the Memorandum of Understanding. Days off would be scheduled in the following manner: One set of days off being Sunday-Monday-Tuesday, and a second set of days off being Thursday-Friday-Saturday. Those affected employees would all work on Wednesday, with every other week dedicated to on-duty training. Watch I officers will continue to receive Watch I shift differential.

Those RPOA members assigned to Investigations, Traffic, School Resource Officer, Neighborhood Police Unit, and Community Service Officers will not be affected by the schedule change; however, will be required to attend the training when scheduled.

If the Union concurs with the foregoing, please so indicate by signing both copies of this letter, keeping one for your records and returning the other to me.

Sincerely,

A handwritten signature in cursive script that reads "Linda Johnson".

Linda Johnson
Personnel Director


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c: Leonard Moty, Chief of Police
Aaron Maready, RPOA President

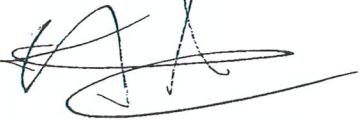
The Union concurs with the above:



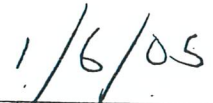
Aaron Maready, RPOA President



Date



Steve Allen, Labor Representative



Date