

CITY OF REDDING



PERSONNEL DIVISION

PERSONNEL . VOLUNTEER SERVICES . RISK MANAGEMENT

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June 10, 2013

CODE: P-100-050-050

Ryan Nardo, President
International Association of Fire Fighters, Local 1934
P.O. Box 991118
Redding, CA 96099-1118

Subject: Side Letter of Agreement between the City of Redding and International Association of Fire Fighters AFL - CIO (IAFF) Regarding Memorandum of Understanding Article 8: Wages and Classifications, Section 8.10 Fire Investigator Premium Pay

Dear Ryan:

The purpose of this letter is to confirm the understanding reached between the City of Redding and IAFF regarding the discontinuation of Fire Investigator Premium pay. Instead of receiving Fire Investigator Premium pay, Fire Inspectors will receive overtime compensation when assigned and required to be "on-call" and be available to respond to incidents for fire investigation purposes.

The City proposes the following language changes to Article 8: Wages and Classifications, Section 8.10 Fire Investigator Premium Pay, and Article 9: Hours and Overtime, Section 9.3(d):

Article 8: Wages and Classifications:

~~8.10 Fire Prevention Inspectors who are assigned as Fire Investigators shall receive Fire Investigator Premium pay of seven and one-half percent (7.5%) added to base pay. Both IAFF and City of Redding agree to meet and confer before May 13, 2012, regarding the continuation of the Fire Investigator Premium pay. If an agreement is not reached during the meet and confer process, Section 9.3 (d) language will revert back to the previous MOU language effective January 28, 2007, and the language relative to Fire Prevention Inspectors assigned as Fire Investigators will be obsolete.~~

Article 9: Hours and Overtime:

9.3(d) Effective upon agreement, Fire Inspectors can be assigned and required to be "on call" and be available to respond to incidents for fire investigation purposes as follows:

Minimum Duty: Seven day consecutive periods, on a rotational basis (i.e. in separate seven-day periods, generally every other week, on a rotational basis).

Method of Payment for "On Call" Duty: Overtime Compensation

<u>A</u>	<u>One (1) hour of overtime compensation at the employee's regular rate of pay for each weekday (12:01 a.m. Monday through midnight Friday).</u>
<u>B</u>	<u>Two (2) hours of overtime compensation at the employee's regular rate of pay for Saturdays</u>

	(12:01 a.m. Saturday through midnight Saturday).
C	Three (3) hours of overtime compensation at the employee's regular rate of pay for Sundays (12:01 a.m. Sunday through midnight Sunday) and Holidays (pursuant to Article 17.1).

Scheduling: Shall be determined by seniority preference. Seniority is defined as time in the bargaining unit.

Vehicle: In addition to "on call" pay, the City will provide the employee with a "take home" vehicle in order to provide for immediate response.

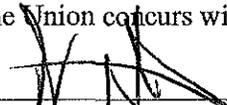
If the Union concurs with the foregoing, please so indicate by signing both of the enclosed original side letters, keeping one for your records and returning the other to me.

Sincerely,



Sheri DeMaagd
Personnel Director

The Union concurs with the above:



Ryan Mardo, President
IAFF Local 1934

06/24/2013

Date



Steve Allen, Labor Representative
Redding Fire Fighters, IAFF Local 1934

8-6-13

Date

c: Kevin Kreitman, Fire Chief
Kurt Starman, City Manager
Barry Tippin, Assistant City Manager
Bill Avery, Labor Negotiator
City Council