

CITY OF REDDING



PERSONNEL DEPARTMENT

PERSONNEL . RISK MANAGEMENT . VOLUNTEER SERVICES

777 Cypress Avenue, Redding, CA 96001-2718

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

530.225.4065 FAX 530.225.4062 - Personnel

530.225.4385 FAX 530.225.4300 - Risk Management

June 24, 2013

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 the Examination Process for the Fire Engineer Position

Dear Ryan:

The purpose of this letter is to confirm the understanding reached between the City of Redding and IAFF regarding a one time modification of the examination process for Fire Engineer. As we previously discussed, the Staffing for Adequate Fire & Emergency Response (SAFER) grant award stipulates that, in order to maintain the grant, the City has a six month window to fill any vacancy created during the grant period. It was brought to our attention by Federal Emergency Management Agency (FEMA) that the movement of Patrick O'Connor to Fire Prevention and the subsequent Fire Engineer vacancy has triggered the requirement to fill that position within six months.

Because the City does not have a current Fire Engineer eligibility list, and to provide the broadest number of Firefighters the opportunity to apply and test for Fire Engineer, the City and IAFF agree to allow Firefighter Chance Karlgaard, if he so desires, to take the Fire Engineer test prior to completing two years of full-time service with the City.

We agree this would not set precedent and would be a one-time exception to assist the City in meeting the requirements of the SAFER grant without having to conduct a Fire Engineer examination twice in one year. The City also recognizes that Firefighter Karlgaard would not be eligible for upgrade and/or promotion until completion of his two years of full time City service on November 27, 2013.

If the Union concurs with the foregoing, please sign and date both of the original side letters, return one to me, and keep the other for your records.

Sincerely,

Sheri DeMaagd
Personnel Director

The Union concurs with the above:

Ryan Nardo, President - IAFF Local 1934

Steve Allen, Labor Representative
IAFF Local 1934

Date

Date

c: Kurt Starman, City Manager
Kevin Kreitman, Fire Chief
City Council