

CITY OF REDDING



PERSONNEL DEPARTMENT

PERSONNEL . RISK MANAGEMENT . VOLUNTEER SERVICES

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December 11, 2015

P-100-050-050

Mike Lowery
International Association of Fire Fighters, Local 1934
P.O. Box 991118
Redding, CA 96099-118

Subject: Side Letter of Agreement between City of Redding and International Association of Fire Fighters (IAFF) regarding a Wage Increase for the Classification of Apprentice Firefighter

Dear Mike:

The purpose of this letter is to codify the City's desire to increase the hourly wage of the Apprentice Firefighter classification within the International Association of Fire Fighters, Local 1934, (IAFF) subject to approval of the City Council and agreement with the Association.

The current hourly wage rate for the Apprentice Firefighter classification is \$10.00 per hour, with employees in the classification being eligible for health and welfare benefits. The Affordable Care Act (ACA) establishes criteria for large employers, such as the City of Redding, to determine if health insurance is affordable to the employee. It has been determined that the hourly wage rate assigned to the classification may not meet the health care affordability mandate set in place by the ACA. Amending the IAFF schedule of wage rates for the Apprentice Firefighter classification, increasing the wage rate from \$10.00 to \$12.50 per hour, will meet the mandate established by the ACA. If approved by the City Council and the Association, the new Apprentice Firefighter hourly wage rate of \$12.50 per hour would be effective January 3, 2016.

If the Association concurs with the foregoing, please sign and date the enclosed copies of this letter, return one to me, and keep the other copy for your records.

Sincerely,

Sheri DeMaagd
Personnel Director

The Association concurs with the above:

Michael Lowery, President
IAFF Local 1934

12-31-15

Date

Steve Allen, Labor Representative
IAFF Local 1934

12-31-15

Date

c: City Council
Kurt Starman, City Manager
Gerry Gray, Fire Chief