

**CITY OF REDDING**

777 CYPRESS AVENUE, REDDING, CA 96001

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

September 10, 2019  
P-100-050-128

Brian Moore, President  
Redding Police Officers Association - Miscellaneous  
1650 Oregon Street, STE 202  
Redding, CA 96001

Subject: Side Letter of Agreement to MOU between City of Redding and Redding Police Officers Association – Miscellaneous Employees (RPOA-MISC) Regarding 12 Hour Shifts

Dear Brian,

The purpose of this letter is to confirm the agreement reached between the City of Redding and Redding Police Officers Association – Miscellaneous Employees (RPOA-MISC) regarding the introduction and use of 12 hour shifts for Community Service Officers.

The work hours and shifts, including the introduction of 12 hour shift schedules for Community Service Officers (three 12 hour shifts per week with one additional 8 hour shift every other week), will be subject to department needs and consistent with the Memorandum of Understanding and the Fair Labor Standards Act (FLSA). Per FLSA, overtime would be required once an employee has worked the maximum hour standard of 40 hours per week in a 7 day work period. Employees assigned to a 12 hour shift schedule with an additional 8 hour shift every other week will be paid overtime consistent with MOU section 9.3 when time is worked in excess of the 12 hour shift or the 8 hour shift as applicable on a scheduled workday. This agreement will conclude on September 5, 2020, unless renewed by both the Association and the City of Redding.

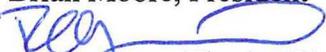
If the Association concurs with the foregoing, please sign and date the enclosed original letters, return one to me and keep the other copy for your records.

Sincerely,

Sheri DeMaagd  
Assistant City Manager/Personnel Director

The Association concurs with the above:

  
\_\_\_\_\_  
Brian Moore, President – RPOA-Misc

cc:  Barry Tippin, City Manager  
Roger Moore, Chief of Police  
City Council  
Gage Dungy, Labor Consultant

10/16/19  
Date

