



CITY OF REDDING  
 777 CYPRESS AVENUE, REDDING, CA 96001  
 P.O. Box 496071, REDDING, CA 96049-6071

May 3, 2018  
 P-100-050-120

Brian Moore, President  
 Redding Peace Officers Association  
 1650 Oregon Street, STE 202  
 Redding, CA 96001

Subject: Letter of Agreement between City of Redding and the Redding Peace Officers' Association Regarding Shift Differential and Officer Involved Shooting Incidents

Dear Brian:

The purpose of this letter is to confirm the understanding reached between the City of Redding and Redding Peace Officers' Association (RPOA) regarding shift differential paid to Officers who are directly involved in an Officer Involved Shooting Incident per Article 8: Wages and Classifications.

New language would be added to Article 8: Wages and Classifications, Section 8.7(a), denoted as underlined, as follows:

*8.7(a) Shift differential shall be paid to employees, including those employees assigned to Police Investigations, for regular hours worked and court duty when at least 50% of the employee's regularly assigned hours fall within the following shifts:*

<i>WATCH</i>	<i>HOURS</i>	<i>PAY PERCENTAGE</i>
<i>I (Graveyard)</i>	<i>2030 hours-0630 hours</i>	<i>5%</i>
<i>II (Days)</i>	<i>0600 hours-1600 hours</i>	<i>0</i>
<i>IIIA (Swing)</i>	<i>1400 hours-2400 hours</i>	<i>3.5%</i>
	<i>1600 hours-0200 hours</i>	<i>3.5%</i>
<i>IIIB (Swing)</i>	<i>1700 hours-0300 hours</i>	<i>5%</i>
	<i>1800 hours-0400 hours</i>	<i>5%</i>

Note: An officer directly involved in an Officer Involved Shooting Incident (OIS) or in an in-custody death/major injury investigation, who is subsequently placed on paid administrative leave by the Chief of Police as a result, shall be paid shift differential during the administrative leave period. The shift differential amount will reflect the shift the Officer was assigned to during the time of the incident.

If the Association concurs with the foregoing, please sign and date the enclosed 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, RPOA President

- c: Barry Tippin, City Manager
- Roger Moore, Chief of Police
- Bill Avery, Labor Negotiator
- Council Members
- Dan Thompson, Attorney-RPOA



6/17/19  
 Date