



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

October 5, 2016
P-100-050-120

Brian Moore, President
Redding Peace Officers' Association
1860 Park Marina Drive
Redding, CA 96001

SUBJECT: Side Letter of Agreement to MOU between City of Redding and Redding Peace Officers' Association Regarding CalPERS Reportable Canine Officer Incentive Pay

Dear Brian:

The CalPERS Office of Audit Services (OAS) performed a recent audit on the City of Redding. The objective of the audit was to determine whether the City of Redding complied with applicable sections of the California Government Code (Government Code), California Public Employees' Pension Reform Act of 2013 (PEPRA), California Code of Regulations (CCR), and its contract with the California Public Employees' Retirement System (CalPERS). One of the audit findings the City must correct dating back to July 1, 2011 is special compensation pay that was not reportable to CalPERS specific to Canine Officer incentive pay. This finding pertains to Canine Officers receiving compensation for spending one-half hour per day on care and maintenance of a police dog outside of their normal working hours on non-work days. Reportable special compensation is defined in CCR Section 571(a) and must be reported if it conforms with all the requirements listed in CCR Section 571(b).

This letter is to confirm the agreement reached between the City of Redding and Redding Peace Officers' Association (RPOA) regarding clarifying language to be included within the Memorandum of Understanding (MOU) between the City of Redding and RPOA in compliance with CalPERS' reportable Canine Officer compensation. The City proposes the following language be added to Article 9.10 of the RPOA MOU:

9.10 Canine Officers shall be compensated for and required to spend one-half (1/2) hour per day in the routine care and maintenance of their police dog. Whenever it becomes necessary for the Canine Officer to perform extraordinary care and maintenance service with their dog, with prior City approval, the Canine Officer shall receive compensation in addition to the regularly scheduled one-half (1/2) hour per day. Compensation shall not include veterinarian fees, feed or other reimbursable expenses for upkeep of the animal. Per California Code of Regulations (CCR) 571(b) Canine incentive pay performed outside of normal hours/days of employment will not be reported as special compensation to CalPERS.



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Canine Pay is calculated by the following example:

<u>Effective June 19, 2016:</u> <u>Canine Officer Incentive Pay for</u> <u>Care and Maintenance Only</u>	$[(\$ 14.96 \text{ Canine Officer Hourly Pay Rate} + \text{Education Incentive \%})$ $* 1.5 / 2 = \text{Rate for } \frac{1}{2} \text{ hour per day.}$
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If the Union concurs with the foregoing, please sign and date two copies of this letter, return one to me, and keep the other for your records.

Sincerely,

Sheri DeMaagd
 Personnel Director

The Union concurs with the above:



 Brian Moore, RPOA President

11/30/16

 Date

CC: Kurt Starman, City Manager
 Barry Tippin, Assistant City Manager
 Steve Allen, RPOA Labor Representative
 Robert Paoletti, Chief of Police
 City Council