



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

February 6, 2019

Amber Edenburn, President  
 Redding Independent Employees' Organization  
 1800 Park Marina Dr.  
 Redding, CA 96001

Subject: Side Letter of Agreement to MOU between City of Redding and Redding Independent Employees' Organization (RIEO) Regarding Repair Work Performed at the Wastewater Treatment Plants

Dear Amber:

The purpose of this letter is to codify the agreement between RIEO and the City regarding repair work performed at the Wastewater Treatment Plants.

It is agreed that Wastewater Plant Operators (includes Operator-in-Training, Operator, Senior Operator and Working Supervisor classifications) are responsible for *day to day preventative maintenance and ancillary/preventative repairs* during maintenance activities of plant machinery (pumps, motors, gear boxes etc., dependent upon the time the repair will take and the technical nature of the repair to be determined by the Chief Plant Operator). Further, *all major repair, replacing, and rebuilding* of plant machinery will be performed by Building and Facilities Mechanics or other International Brotherhood of Electrical Workers – Maintenance Employee Unit (IBEW Maintenance) staff regularly assigned to the facility for such work. Wastewater Plant Operators may assist in these repairs as needed.

All *building and facilities maintenance* (roofs, gutters, plumbing, electrical, etc.) will be performed by Building and Facilities Mechanics who are represented by IBEW Maintenance.

The Public Works Supervisor Wastewater (Chief Plant Operator) will maintain all supervisory responsibility and assignment of the work being performed at the plant.

It is agreed that building and facilities maintenance and major plant machinery repair work at the Wastewater Treatment Plants will be exclusive work to be performed by IBEW represented employees.

The terms and conditions of this agreement would supersede the settlement to the grievance on July 24, 2018, between the City and RIEO.

If the Organization 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  
 Assistant City Manager/Personnel Director

The Organization concurs with the above:

Amber Edenburn, RIEO President



2/20/19  
 Date

c: City Council  
 Barry Tippin, City Manager  
 Chuck Aukland, Director of Public Works