



CITY OF REDDING

777 CYPRESS AVENUE, REDDING, CA 96001

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

March 4, 2020

Matthew Oliphant, President
International Association of Fire Fighters (IAFF), Local 1934
PO Box 991188
Redding, CA 96099

RE: Side Letter of Agreement between the City of Redding and IAFF regarding Extension of Temporary 40-hour Captain Position

Dear Matt,

This letter is to confirm the agreement reached between the City of Redding and IAFF regarding the temporary 40-hour Captain position extension. This agreement shall sunset on June 13, 2020. See attached Letter of Agreement.

If this is consistent with your understanding, please sign and date both enclosed original letters, and return one to me.

Sincerely,

A handwritten signature in blue ink that reads "S DeMaagd".

Sheri DeMaagd
Assistant City Manager/Personnel Director

CC: City Council
Barry Tippin, City Manager
Cullen Kreider, Fire Chief
Jay Sumerlin, Deputy Fire Chief



**LETTER OF AGREEMENT BETWEEN THE IAFF, LOCAL 1934 AND
THE CITY OF REDDING**

Temporary 40-hour Captain Position

Background: The new 12 Apprentice Fire Fighter and 6 Fire Fighter positions funded by REU are intended to enhance the response capabilities of the Fire Department and address fuel mitigation around electrical infrastructure and City owned open space. In support of this effort the IAFF agrees to the temporary assignment of a 40-hour supervisor (Captain or Acting Captain) to assist the Department with its supervisory needs. This agreement is non-precedent setting. The IAFF and the City agree to the following:

1. Interested personnel will be interviewed by Chief Officers. Rating would be consistent with promotional interviews; measuring the candidates' ability, skills and enthusiasm for the assignment.
2. The expectations of the 40-hour supervisor are consistent with the performance standards with all Captains/Supervisors in our Department.
3. The work schedule will be a 40-hour work week.
4. All probationary employees receive a quarterly evaluation, then annually during their employment with the COR. The 40-hour work week supervisor will be responsible for these evaluations.
5. The 40-hour supervisor will be allowed to work behind station personnel for overtime outside of their regularly scheduled shift in order to prevent an order back.
6. The 40-hour supervisor will be eligible for Strike Team & overhead assignments.
7. When leave is taken by the 40-hour supervisor, coverage will be offered to any Captain or Acting Captain. The coverage is non-mandatory. Should an employee be unavailable for coverage, a Fire Prevention Officer or Chief Officer will cover the assignment.
8. The 40-hour supervisor may request time off (vacation, SL, CTO, funeral, jury, etc.) from the Fire Marshal.
9. The 40-hour supervisor will work the holidays designated in Local 1934's MOU if they were already scheduled to work per their previous shift assignment to avoid any order back created by their vacant position.
10. The temporary reclassification assignment will have a sunset date of June 13, 2020.
11. The Fire Marshal will be the direct supervisor for 40-hour supervisor.

For the IAFF,

 4-20-20

Matt Oliphant, President

For the City,

 4-8-2020

Sheri DeMaagd, Personnel Director/Assistant CM