



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

Personnel Department
Sheri DeMaagd, Assistant City Manager/Personnel Director

April 24, 2020

Dominic McCurtain, IBEW Representative
IBEW Local Union 1245
P.O. Box 2547
Vacaville, CA 95687

Subject: Side Letter of Agreement between City of Redding and IBEW Maintenance Regarding
Temporary Reclassifications Related to Personnel Matter

Dear Dominic:

The purpose of this letter is to confirm the agreement reached between the City of Redding (City) and the International Brotherhood of Electrical Workers – Maintenance Employees, Local 1245, (IBEW Maintenance) regarding temporary reclassifications exceeding six months, in relation to a personnel matter that was recently settled.

On March 3, 2020, the City and IBEW Maintenance resolved a personnel matter which resulted in a temporary demotion of an employee. The temporary demotion is expected to last for at least one year. As a result of the demotion, other employees have been temporarily reclassified. This agreement recognizes Article 11: Promotion and Transfer, Section 11.6 of the Memorandum of Understanding between the City of Redding and IBEW Maintenance which states, "...If the temporary vacancy lasts for forty-five (45) days or more, and the City elects to temporarily fill such temporary vacancy, the City shall select the employee who would be most eligible therefor under the provisions of this Article and shall fill such temporary vacancy by temporary reclassification of the selected employee." Further, Section 11.7 states, "A temporary vacancy is one created by additional workload, or an employee's absence from work due to illness, disability, vacation, or leave of absence or a vacancy of less than six months duration."

The City and IBEW agree that in this case, the reclassifications may last for at least one year. The City and the IBEW understand this agreement is binding only in this particular case and shall not set precedent for either the City or the IBEW. This agreement will sunset on March 3, 2021.

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

Sincerely,

A handwritten signature in blue ink that reads "SDMaagd".

Sheri DeMaagd
Assistant City Manager/Personnel Director

The Union concurs with the above:



Dominic McCurtain, IBEW Field Representative

4/27/2020
Date

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