



**CITY OF REDDING**

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**PERSONNEL OFFICE**

**SHERI DEMAAGD, ASSISTANT CITY MANAGER/PERSONNEL DIRECTOR**

**KELLEY MARTINEZ, PERSONNEL MANAGER**

May 15, 2020

Michelle Kempley, President  
Redding Independent Employees' Organization  
1800 Park Marina Drive  
Redding, CA 96001

**Subject:** Side Letter of Agreement to Memorandum of Understanding between City of Redding and Redding Independent Employees' Organization - Clerical, Technical and Professional, and Supervisory/Confidential Units Regarding Compensation Equity Study Timeline Extension

Dear Michelle:

This letter is to confirm the agreement reached between the City of Redding (City) and Redding Independent Employees' Organization (RIEO) regarding the extension of the deadline to complete an equity study and reach an agreement on appropriate compensation for four classifications, for each unit, for Calendar Year 2020. Article 11: Compensation and Classifications of the Memoranda of Understanding (MOU) between the City and RIEO, indicates agreement on appropriate compensation for the classifications being studied must be completed by July of the same year of the study, otherwise no equity adjustment would be recommended.

The COVID-19 pandemic has presented challenges in completing the equity study, making it difficult to be able to reach an agreement on compensation for the classifications by July 2020. Therefore, the parties agree to extend the deadline to reach an agreement no later than July 31, 2020.

If RIEO 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,

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

Sheri DeMaagd  
Assistant City Manager/Personnel Director

RIEO concurs with the above:

A handwritten signature in blue ink that reads "Michelle M. Kempley".  
Michelle Kempley, RIEO PresidentA handwritten date in blue ink that reads "May 22, 2020".  
Date

c: Barry Tippin, City Manager  
Kelley Martinez, Personnel Manager  
Council Members