



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

June 30, 2020

Ron Copeland
UPEC Technical Unit Representative
United Public Employees of California, Local 792
1800 Park Marina Drive
Redding, CA 96001

Subject: Side Letter of Agreement to MOU between City of Redding and United Public Employees of California – Technical Employees Unit Regarding Compensation Equity Study Timeline Extension

Dear Ron:

This letter is to confirm the agreement reached between the City of Redding and United Public Employees of California – Technical Employees Unit (UPEC Technical Unit) regarding the extension of the deadline to complete an equity study and reach an agreement on appropriate compensation for four classifications for Calendar Year 2020. Article 6: Compensation and Classifications, of the Memorandum of Understanding (MOU) between the City and UPEC Technical Unit, indicates agreement on appropriate compensation for the classifications being studied would need to be reached by July of the same year of the study, otherwise no equity adjustment would be recommended.

COVID 19 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. Additionally, the City has recently received notice of the requirement to become a registered Transmission Owner/Transmission Operator (TO/TOP) which will include requiring NERC certification for the System Operators. Since the System Operator classification was one of the positions studied, additional review is needed. Therefore, the parties agree to extend the deadline to reach an agreement to be no later than October 31, 2020.

If the Organization 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
Assistant City Manager/Personnel Director

The Union concurs with the above:

Ron Copeland, UPEC Technical Unit Representative

Date

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