

MEMORANDUM OF UNDERSTANDING

between

THE CITY OF REDDING

and

REDDING INDEPENDENT EMPLOYEES' ORGANIZATION

SUPERVISORY/CONFIDENTIAL UNIT

EFFECTIVE: February 20, 2019

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MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING, made and entered into this February 19, 2019, by and between the CITY OF REDDING (a public agency as defined in Section 3501(c) of Chapter 10 of Division 4 of Title 1 of the Government Code of the State of California), hereinafter referred to as the CITY, and the REDDING INDEPENDENT EMPLOYEES' ORGANIZATION (a recognized employee organization as defined in Section 3501(b) of Chapter 10 of Division 4 of Title 1 of the Government Code of the State of California), hereinafter referred to as ORGANIZATION;

W I T N E S S E T H that:

WHEREAS, the Parties hereto desire to promote harmony and efficiency to the end that the City, the Organization and the general public may benefit therefrom, and to establish fair and equitable wages, hours and working conditions for certain hereinafter designated employees of the City, and to facilitate the peaceful adjustment of differences that may from time to time arise between them;

NOW, THEREFORE, the Parties hereto do agree as follows:

ARTICLE 1: PREAMBLE

1.1 This Memorandum of Understanding supersedes and replaces all previous policies, practices, procedures, resolutions, ordinances and terms and conditions of employment on subjects which are covered by this Memorandum of Understanding. There shall be no loss of benefits as set forth in Article 24, and Exhibits "A" and "B" as a result of this Memorandum of Understanding, except as specifically agreed to herein.

1.2 It is the policy of the City and the Organization not to, and neither party will, interfere with, intimidate, restrain, coerce or discriminate against any employee as prohibited by State and Federal law.

1.3 The City is engaged in rendering services to the public and the City and the Organization recognize their mutual obligation for the continuous rendition and availability of such services.

1.4 City employees shall perform loyal and efficient work and service and shall use their influence and best efforts to protect the properties of the City and its service to the public and shall cooperate in promoting and advancing the welfare of the City and in preserving the continuity of its service to the public at all times.

1.5 The City and the Organization shall cooperate in promoting harmony and efficiency among City employees.

1.6 The Parties have met and conferred in good faith and have reached agreement on procedures set forth in this Memorandum of Understanding for resolution of disputes between the Parties. The Parties agree to follow the procedures as set forth in this Memorandum of Understanding or the bargaining process required by the Meyers-Milias-Brown Act and the Parties will make every effort to persuade their members to also use the established procedures.

ARTICLE 2: RECOGNITION

2.1 The City recognizes the Organization as the “Exclusive Representative” of that Unit of employees of the City who hold a classification listed on Exhibits “A” and “B” of this Memorandum of Understanding.

2.1 (a) The Organization does not represent retirees, nor can the Organization bargain for or file grievances on behalf of retirees. However, the Organization may file a grievance on behalf of a current employee who becomes a retiree prior to resolution of the grievance.

2.1 (b) The City will make any changes to benefits due to employees who retire from City service at the same time changes are applied to the bargaining unit recognized pursuant to this article following appropriate meet and confer procedures.

2.2 The provisions of this Memorandum of Understanding hereinafter set forth shall apply only to those employees of the City of Redding in this unit, except as otherwise specifically set forth in this Memorandum of Understanding.

ARTICLE 3: CITY RIGHTS

3.1 Notwithstanding anything to the contrary, the Organization recognizes and accepts the right of City of Redding management to manage the City. This recognition includes acceptance of the fact that the management rights listed below are not subject to either grievance procedures or the meeting and conferring in good faith process provided for by the Meyers-Milias-Brown Act, except, however, grievances may be filed upon interpretations of the provisions of this Memorandum of Understanding other than those set forth in this section. It is agreed by the Parties to this Memorandum of Understanding that management rights include, by way of illustration and not by way of limitation, the following: (a) the full and exclusive control of the management of the City; (b) the supervision of all operations, methods, processes and means of performing any and all work; (c) the control of the property and the composition, assignment, direction and determination of the size and the work hours of its working forces; (d) the right to determine the work to be done by employees; (e) the right to change or introduce new or improved operations, methods, means or facilities; (f) the right to establish budget procedures and financial allocations; (g) the right to hire, classify, schedule, promote, demote, transfer, evaluate, release, lay off and increase work hours of employees; (h) the right to suspend, discipline and discharge employees for just cause; (i) the right to contract out work to be done or services to be rendered, provided however, that the impact and effect of any such decision may be subject to the meet and confer process and; (j) the right to maintain an orderly, effective and efficient operation, provided however, that all of the foregoing shall be subject to the express and explicit terms and provisions of this Memorandum of Understanding.

ARTICLE 4: ORGANIZATION RIGHTS

4.1 Official representatives of the Organization will be permitted access to City property to confer with City employees on matters of employer-employee relations, but such representatives shall not interfere with work in progress without agreement of Management.

4.2 The City will provide the Organization adequate bulletin board space on existing bulletin boards for the purpose of posting thereon matters relating to official Organization business.

4.3 The City and the Organization will not interfere with, intimidate, restrain, coerce or discriminate against any employee because of the employee's membership or non-membership in the Organization or the employee's activity on behalf of the Organization.

4.4 Any employee, at the employee's request, shall be permitted representation by an Organization representative and/or Steward. The foregoing shall apply to employee required participation in processes involving reprimands, investigations that can reasonably be expected to result in disciplinary action, disciplinary actions and due process hearings, providing there is no unreasonable delay in obtaining representation.

4.5 Joint Organization-Management meetings shall be held twice each year or as often as agreed upon by the Organization and Management. The purpose of these meetings shall be to promote harmony and efficiency and to improve communications between employees and all levels of management. The meeting agenda shall be determined by those in attendance and there shall be no restrictions on the subject matter, provided the meetings shall not substitute for normal grievance procedures or for formal negotiations between the Parties. Those in attendance shall consist of the Organization's Representative and such other Organization representatives as determined by the Organization; and the City's Personnel Director and such other management personnel as determined by the City. The number of representatives of each party shall be limited to five (5), except by advance mutual agreement. The meetings shall be summarized in written minutes. Except that the provisions of this section shall be observed, the meetings shall be self-organizing.

4.6 Whenever any employee is absent from work as a result of a formal request by the Organization and is engaged in official Organization business, the City shall pay for all regular time absent and shall be reimbursed therefor by the Organization at the rate of one hundred fifty percent (150%) of the employee's regular pay rate.

4.7 The City agrees to provide the Organization, on a semi-annual basis, a listing of all employees in the unit represented by the Organization. Such listing shall include the name, date of employment, job classification and status, departmental work location, pay rate, and Organization unit representation for each employee.

4.8 The City shall provide all new employees with a copy of this Memorandum of Understanding at the time of employee orientation.

4.9 The Organization shall provide a list of all designated Stewards to the City and will promptly notify the City of any changes. The City agrees to recognize all Stewards duly appointed by the Organization.

ARTICLE 5: CONCERTED ACTIVITIES

5.1 The duties performed by employees of the City as part of their employment pertain to and are essential to the operation of a municipality and the welfare of the public dependent thereon. During the

term of this Memorandum of Understanding, employees shall not partially or totally abstain from the performance of their duties for the City during regular work hours or on an overtime basis. The Organization shall not call upon or authorize employees individually or collectively to engage in such activities and shall make a reasonable effort under the circumstances to dissuade employees from engaging in such activities and in consideration thereof, the City shall not cause any lockout. Those employees who do individually or collectively, partially or totally abstain from the performance of their duties for the City during regular work hours or on an overtime basis shall be subject to disciplinary action up to and including discharge from employment.

ARTICLE 6: ORGANIZATION SECURITY

6.1(a) Every employee covered by this Memorandum of Understanding shall: (1) become a member of the Organization and maintain the employee's membership in the Organization in good standing in accordance with its Constitution and Bylaws; or (2) in the alternative, an employee shall tender, monthly, an agency fee in an amount set annually by the Organization, or (3) qualify as a bona fide objector pursuant to Labor Code 3502.5 and make the requisite charitable contribution.

6.1(b) Any employee appointed to any classification out of the bargaining unit covered by this Memorandum of Understanding may withdraw from membership in the Organization and the employee's obligation to pay an agency fee shall be suspended for the duration of such period as the individual is working for City in a job classification not covered by this Memorandum of Understanding.

6.2 The City shall deduct from their wages the regular membership dues of employees who are members of the Organization or agency fees of other employees provided for in 6.1(a) not exempted by the provision of 6.1(b), and who individually and voluntarily authorize such deductions in writing in accordance with the provisions of Section 1157.3 of the Government Code of the State of California. In the absence of a voluntary deduction authorization, the City will deduct the agency fee from the members pay.

6.3 Deductions shall be made from the first payroll period of each month and a check for the total deductions shall be submitted to the Treasurer of the Organization within five (5) working days of the date the dues or agency fees are withheld from the employee's check or by Electronic Fund Transfer to a bank designated by the Organization. The City will notify the Organization each month at the time of the dues or agency fees transmittal to the Organization of any changes since the previous dues or agency fees transmittal and the reasons therefore.

6.4 The dues deduction authorization form shall be approved by both the City and the Organization.

6.5 The City shall provide all new employees with the Organization membership application forms, payroll deduction authorization forms, and a copy of this Memorandum of Understanding before the end of the first pay period. Such materials will be furnished to the City by the Organization.

6.6 Indemnity and Refund - The Organization shall file with the City an Indemnity Statement wherein the Organization shall indemnify, defend and hold the City harmless against any claim made and against any suit initiated against the City on account of Organization dues check off or premiums for

benefits. In addition, the Organization shall refund to the City any amounts paid to it in error upon presentation of supporting evidence.

ARTICLE 7: GRIEVANCE PROCEDURE

7.1(a) Any grievance which may arise between the Organization or any of its members and the City, with respect to the interpretation or application of any of the terms of this Memorandum of Understanding and with respect to such matters as the alleged discriminatory or arbitrary discharge, demotion or discipline of an individual employee, shall be determined by the provisions of this article, except that such matters as are included in the definition of impasse as set forth in Resolution Number 2012-091 are not a grievance. Every employee designated by the City to hear the grievance of a subordinate shall have the authority to settle that grievance.

7.1(b) Discipline involving more than a reprimand (i.e., discharge, demotion or suspension): 1) Disciplinary grievances must be filed within ten (10) calendar days of receiving a final Notice of Discipline; 2) Disciplinary grievances shall commence at step 1 of this procedure, at the Department Director level, and may continue to step 5. Probationary employees as defined in Section 10.7 shall not be entitled to invoke Section 7, Grievance Procedure, with regard to matters of discharge, or demotion. This shall not, however, prevent a probationary employee from exercising any other rights under this Memorandum of Understanding.

7.2 Step One: The initial step in the adjustment of a grievance shall be a discussion between the employee or the employee's representative and/or Steward, and the immediate Supervisor. If the grievance is not resolved, the employee or the employee's representative and/or Steward shall present the grievance in writing to the Division Head or Department Director as applicable, who will answer, in writing, within ten (10) calendar days. This step requires a presentation to every level of management below the City Manager. This step shall be started within thirty (30) calendar days of the date of the action complained of or the date the grievant became aware of the incident which is the basis for the grievance. This step may be taken during the working hours of the employee.

7.3 Step Two: If a grievance is not resolved in the initial step, the second step shall be the presentation of the grievance, in writing, (and may be supplemented by an oral presentation) by the employee or the employee's representative and/or Steward to the Personnel Director who shall answer, in writing, within ten (10) calendar days. This step shall be taken within ten (10) calendar days of the date of the Department Director's answer in step one.

7.4 Step Three: If a grievance is not resolved in the second step, the third step shall be the presentation of the grievance, in writing, (and may be supplemented by an oral presentation) by the employee or the employee's representative and/or Steward to the City Manager or a designee from the City Manager's Office, who shall answer, in writing, within ten (10) calendar days. The written presentation shall be a clear, concise statement of the grievance, the circumstances involved, the pertinent dates, the decision rendered at the previous step, the section/article of this Memorandum of Understanding alleged to be violated, and the specific remedy sought. The third step shall be taken within ten (10) calendar days of the date of the answer in step two.

7.5 Step Four: If a grievance is not resolved in the third step, the fourth step shall be referral by the Organization to mediation within twenty (20) calendar days of the answer in step three. Whenever a grievance is referred to mediation, either the Organization or the City may request, in writing, that the California State Mediation and Conciliation Service refer a state mediator. The mediator shall assist the Parties in the resolution of the grievance in the same manner as that which is normally used in the mediation of interest disputes. Referral to step five shall not occur until a mediator has released the Parties from the mediation process.

7.6(a) Step Five: If a grievance is not resolved in the fourth step, the fifth step shall be referral, in writing, by either the City or the Organization to arbitration. The fifth step shall be taken within twenty (20) calendar days of the date of the answer in step four.

7.6(b) An arbitrator shall be appointed on each occasion that a grievance is submitted, in writing, to arbitration. The City and the Organization shall mutually agree to the arbitrator. If the City and the Organization fail to reach agreement on the appointment of an arbitrator, they shall request the State of California Mediation and Conciliation Service to nominate five (5) persons to be the Arbitrator. Each party shall, alternately strike a name from the list of names. The first party to strike a name shall be determined by lot. At the point in time when one (1) name remains, that person shall be the appointed arbitrator. The costs of arbitration shall be borne equally by the City and the Organization. The City and the Organization shall pay the compensation and expenses for their respective witnesses. At the Organization's request, the City shall release employees from duty to participate in arbitration proceedings.

7.6(c) The arbitrator shall hold such hearings and shall consider such evidence as to the arbitrator appears necessary and proper. The decision of the arbitrator shall be final and binding on the City and the Organization and the aggrieved employee, if any, provided that such decision does not in any way add to, disregard or modify any of the provisions of this Memorandum of Understanding.

7.7 Failure by the employee or the Organization to meet any of the aforementioned time limits as set forth in Sections 7.1(b), 7.2, 7.3, 7.4, 7.5 or 7.6(a) will result in forfeiture, except however, that the aforementioned time limits may be extended by mutual written agreement. If the City fails to answer a grievance on a timely basis, the grievance may be advanced to the next level. Grievances settled by forfeiture shall not bind either party to an interpretation of this Memorandum of Understanding, nor shall such settlements be cited by either party as evidence in the settlement of subsequent grievances.

7.8 Notwithstanding the aforementioned procedure, any individual employee shall have the right to present grievances to the City and to have such grievances adjusted without the intervention of the Organization, provided that the adjustment shall not be inconsistent with this Memorandum of Understanding and further provided that the Organization shall be given an opportunity to be present at such adjustment.

7.9 The City and the Organization agree to use the appropriate Grievance Form as provided by the Organization to more timely and efficiently move grievances through the process.

ARTICLE 8: SAFETY

8.1 The City desires to maintain a safe place of employment for City employees and to that end City management shall make all reasonable provisions necessary for the safety of employees in the performance of their work.

8.2 Regular safety meetings will be held for the purpose of reviewing accidents and preventing their recurrence, eliminating hazardous conditions and familiarizing employees with safe work procedures and applicable State Safety Orders and for training in first aid.

8.3 Whenever a hazardous condition presents a clear danger to the health or safety of employees, a safety meeting of Representatives of the Parties can be called by either party and shall be scheduled by mutual agreement.

ARTICLE 9: DISABILITY AND UNEMPLOYMENT

9.1 Supplemental Benefits for Industrial Injury: Whenever any Regular employee who is a member of the California Public Employees' Retirement System is disabled, whether temporarily or permanently, by injury or illness arising out of and in the course of the employee's duties, which comes within the application of the Workers' Compensation and Insurance Chapters of the State Labor Code, the employee shall become entitled, regardless of the employee's period of service with the City to compensation at the rate of eighty-five percent (85%) of the employee's regular salary, in lieu of temporary disability payments, if any, which would be payable under the State Labor Code, for the period of such disability but not exceeding six (6) months, or until such earlier date as the employee is retired on permanent disability pension. At the conclusion of six (6) months of receipt of supplemental benefits at the rate of eighty-five percent (85%) of regular salary, any Regular or Regular Job-Share employee who is still unable to return to work and is still receiving temporary disability indemnity payments shall become entitled to receive supplemental benefits at the rate of seventy percent (70%) of the employee's regular salary for the period of such disability but not exceeding six (6) months or until such earlier date as the employee is retired on permanent disability pension through the California Public Employees' Retirement System. In consideration of this benefit, the Regular or Regular Job-Share employee shall pay over to the City any temporary or permanent disability compensation received, whether from Workers' Compensation, employee group insurance benefits or unemployment compensation benefits provided for under State law, and shall affirmatively assist the City in obtaining any such benefits to which the employee may be entitled but has not yet received arising out of such disability, but such payment from the employee to the City from such sources shall not exceed in amount the supplemental benefits paid to the employee by the City in accordance with the provisions of this section. The Parties recognize abuse of the workers' compensation program is against the interests of the City and employees alike, and, therefore, will cooperate as appropriate to prevent abuse.

9.2 An employee who is absent by reason of industrial disability may be returned to work by the City and given temporary light duties within the employee's ability to perform, with the consent of the employee's physician. The duration of any such period of temporary work shall be determined by the City. Such employee shall be compensated at the then current rate of pay of the employee's regular classification while engaged in such temporary duties. The City may require an employee being considered for return to work after an absence caused by disability or illness to submit to a medical examination by a physician or

physicians approved by City for the purpose of determining that such employee is physically and mentally fit and able to perform the duties of the employee's position without hazard to the employee, or to the employee's fellow employees, or to the employee's own permanent health.

9.3 If a third party is found to be responsible for the employee's industrial injury and the employee recovers a judgment in damages from said third party, then all supplemental benefits received as provided for in Section 9.1 not already repaid from the other sources mentioned in Section 9.1 shall be repaid to the City by the employee.

9.4 Vacation and sick leave shall be accrued without regard to established limits while a Regular or Regular Job-Share employee is absent from work as a result of a job related disability and receiving the supplemental benefits to Workers' Compensation temporary disability compensation as set forth in 9.1. All Regular employees who are not in a City paid status and on leave receiving Workers' Compensation temporary disability benefits shall receive group health and welfare insurance coverage during the period in which they are receiving temporary disability compensation for up to a maximum of a cumulative total of three (3) years, which includes the period in which the employee is receiving supplemental disability benefits as set forth in 9.1, provided the employee pays his or her share of the monthly group health and welfare insurance coverage program premium, if any. Holidays which occur during the period for which any employee is receiving temporary disability compensation shall not be recognized by such employee for compensation purposes.

ARTICLE 10: EMPLOYEE STATUS

10.1 Employees will be designated as Regular, Part-Time, Temporary, Job-Share or Part-Time Regular depending upon the purpose for which they are hired and their length of continuous service with the City.

10.2 A Regular employee (status code 3) is defined as an employee hired for a full-time position that has been regularly established as an authorized position and is of indeterminate duration. A Regular employee shall receive not less than the minimum rate for the job and shall be eligible for sick leave pay, vacation pay, holiday pay, retirement plan participation, health and welfare insurance coverage and items of a similar nature, as the employee becomes eligible.

10.3 A Part-Time employee (status codes 8a and 8b) is defined as an employee hired to work less than a Regular full-time employee. A Part-Time employee may work part-time, intermittently, or on an irregular schedule. A status code 8a employee works for a period not to exceed one thousand (1,000) hours per fiscal year. A status code 8b employee works for a period not to exceed one thousand five hundred and sixty (1560) hours per fiscal year and is eligible to participate in the CalPERS retirement plan. A Part-Time employee shall receive not less than the minimum rate for the job, nine and one half (9 ½) fixed holidays (January 1st; the third Monday in January; the third Monday in February; the last Monday in May; July 4th; the first Monday in September; Thanksgiving; Friday after Thanksgiving; the last half of the normal work shift before Christmas; and December 25th), and shall be eligible for sick leave pay per California State Law. However, a Part-Time employee shall not be eligible for supplemental benefits for industrial injury, funeral leave pay, or items of a similar nature. A Part-Time employee will be allowed to make-up absences due to jury duty service under the same conditions as outlined in the City's Policy on Close Down of City Operations Due to Emergency Conditions; no Overtime Pay may be incurred as a

result of this provision. The employee will be eligible for the Public Agency Retirement System 457 Plan (PARS-457 Plan) or may be eligible for participation in the CalPERS retirement plan if the employee exceeds 1,000 hours in a fiscal year. After the completion of 24-months of continuous City service, the employee will be entitled to vacation pay on the same basis as Regular employees. If a Part-Time employee attains Regular status, the employee shall be credited with the employee's service as a Part-Time employee in determining eligibility for benefits, if any, as may accrue to the employee in the employee's new status.

10.4 A Temporary employee (status codes 7 and 9) is defined as an employee hired for occasional or seasonal work for a period not to exceed one thousand (1,000) hours in a fiscal year. A status code 7 employee works full time for a period not to exceed six (6) months or one thousand (1,000) hours per fiscal year whichever comes first. A status code 9 employee works on-call, seasonal, intermittent or on an irregular schedule for a period not to exceed one thousand (1,000) hours per fiscal year. A Temporary employee shall receive not less than the minimum rate for the job and will be eligible for the PARS-457 Plan and sick leave pay per California state law, but shall not be eligible for holiday pay, vacation pay, or items of a similar nature, nor shall an employee accrue seniority or promotion and transfer rights. A temporary employee may be terminated from employment or demoted without recourse at any time. After the completion of 24-months of continuous City service, the employee will be entitled to vacation pay on the same basis as Regular employee. If a Temporary employee is reclassified to Part-Time or Regular status, the employee shall not be credited with service in determining eligibility for such benefits as may accrue to the employee in the employee's new status.

10.5 A Job-Share employee (status code 2) is defined as an employee who is assigned to work a portion of the regular work hours of a full-time regularly authorized position with another employee who is assigned to work the other portion. A Job-Share employee shall receive not less than the minimum rate for the job and shall receive benefits as set forth herein on a prorated basis at the same ratio to full-time employee benefits as the employee's work hours bear to full-time employee's work hours. Whenever a Regular employee is assigned to a job-share position, such employee shall retain their Regular status. Whenever anyone other than a Regular employee is assigned to a job-share position, such employee shall serve a one (1) year probationary period.

10.6 A Part-Time Regular employee (status code 6) is defined as an employee who has one (1) year, or more, service with the City in full-time employment as a Regular employee, and who is subsequently re-categorized, without a break in service, to work less than fifteen hundred sixty (1,560) hours but more than one thousand (1,000) hours. A Part-Time Regular employee shall receive not less than the minimum rate for the job, and shall be eligible for sick leave pay, vacation pay, holiday pay (accrued at .052 of an hour for each hour worked or on paid leave), retirement plan participation (as outlined in Article 24), insurance coverage (pursuant to group insurance contract provisions), and seniority accrual, but shall not be given preferential consideration for promotion or transfer nor shall the employee be eligible for supplemental benefits for industrial injury, funeral leave pay, or items of a similar nature. A Part-Time Regular employee will be allowed to make-up absences due to jury duty service under the same conditions as outlined in the City's Policy on Close Down of City Operations Due to Emergency Conditions; no Overtime Pay may be incurred as a result of this provision. If a Part-Time Regular employee is eligible for and elects insurance coverage, the premiums shall be shared by the City and the employee on a prorated basis at the same ratio to full-time employee benefits as the employee's work hours bear to full-time employees' work hours. If a Part-Time Regular employee is reclassified to Regular status, the employee

shall be credited with all continuous service in determining eligibility for such benefits as may accrue to the employee in the employee's new status.

10.7 Regular employees shall serve a probationary period of one (1) year upon initial appointment to Regular status. Such probationary period is considered to be a continuation of the selection process and employees may be terminated from employment or demoted without recourse, pursuant to Section 7.1(b). An employee's probationary period shall be extended by the duration of any unpaid absence of ten (10) or more consecutive workdays. Probationary employees shall be provided a written performance evaluation after six (6) months of service and as often as necessary as determined by the employee's Supervisor. A probationary employee shall not be terminated after completing six (6) months of the probationary period if the performance evaluation has not been presented to the employee. The probationary period will start over for any employee who transfers to another position during the probationary period. Part-Time employees shall also serve a probationary period of one (1) year as outlined above upon initial appointment to Part-Time status. Employees serving their initial probationary period shall not be eligible for leave of absence, supplemental benefits for industrial injury, nor be given preferential consideration for promotion or transfer. Temporary employees shall not serve a probationary period, as the appointment is temporary by definition and can be terminated at any time.

10.8 A Part-Time or Temporary employee budgeted for 1,000 hours in the fiscal year will be limited by the City to 990 hours pursuant to City policy to avoid situations in which such employee may inadvertently exceed 1,000 hours in the fiscal year. The 990-hour limit may only be exceeded by specific approval of the City Manager or designee following a written request from the department.

ARTICLE 11: COMPENSATION AND CLASSIFICATIONS

11.1 Employees holding a classification listed on Exhibits "A" or "B" shall be paid the rate established for their classification. Upon initial appointment to a classification, an employee shall normally be paid the lowest rate for that classification. An employee may, however, be paid a rate above the lowest rate if circumstances justify it. Step increases require Department Director and City Manager or his/her designee's approval and will be granted when an employee achieves an annual overall performance evaluation rating of meets job standards or higher, as follows: After twenty-six (26) full pay periods of employment in each and every successive Compensation Step in the Compensation Ranges listed in Exhibits "A" and "B", with the exception of part time status codes 8a and 8b employees. Part time status codes 8a and 8b employees will be eligible for a step increase after working 50% of the budgeted hours since the last step increase, provided a step increase has not been received in the last twelve (12) months. Status code 9 employees will be eligible for a step increase after working twenty-six (26) pay periods per step and 50% of the budgeted hours for the fiscal year. A full pay period as used herein is defined as one in which the employee works or is paid for time off for at least half of the regularly scheduled work hours, excluding those full time employees on an approved FMLA leave. The effective date of a higher step shall be the first day of the pay period following qualification for the new step. A promotion to a higher paid classification pursuant to Section 14.3 does not change the anniversary date for Compensation Step increases.

11.2 Compensation shall be paid at bi-weekly intervals on Thursdays at the end of the employee's work period after 12:00 noon for a pay period ending no earlier than the preceding Saturday. If a pay day falls on a holiday, payment shall be made on the preceding workday. Effective May 6, 2008, all

new employees must make arrangements to have their pay deposited to a bank account via electronic transfer.

11.3 When an employee is temporarily assigned to work in a lower-paid classification than the employee’s regular classification, the employee’s compensation will not be reduced.

11.4 Employees shall receive shift differential pay for each hour worked during the shift, in addition to the employee’s regular salary, when assigned to work a regularly scheduled shift as follows:

<u>TIME PERIOD</u>	<u>SHIFT DIFFERENTIAL</u>
Regularly scheduled shift includes work between 4:00 p.m. and 12: 00 midnight (Employees whose shift ends on or before 6:00 p.m. will not receive shift differential pay.)	3.5%
Regularly scheduled shift includes work between 12:00 midnight and 8:00 a.m. (Employees whose shift starts at 6:00 a.m. or later will not receive shift differential pay.)	5%

11.5 Attached hereto and made a part hereof are Exhibits “A” titled “Non-exempt Employee Schedule of Classifications and Hourly Wage Rates” and “B” titled “Exempt Employee Schedule of Classifications and Salary Ranges.” Mid-Term Salary Adjustment: The City retains the right to adjust salaries upward as needed for recruitment, retention, or other operational purposes after notice and discussion with the Union.

11.6 Whenever an employee is reassigned by the City to replace an absent employee with a higher pay rate and the employee performs a substantial majority (greater than fifty percent [50%]) of the absent employee’s duties for a substantial majority (greater than fifty percent [50%]) of the work day, such employee shall have their compensation rate increased by a minimum of five percent (5%). Temporary assignments to the duties of another higher paying classification and compensation requires prior City approval. Temporary reclassifications and temporary increases that last 90 days or more will require a side letter with the Organization.

Type	Definition	Compensation
Temporary Reclassification	Changing the classification of an employee due to temporary change in the nature of the work which is anticipated to last more than one (1) pay period, but less than one (1) year. Requires Personnel Action Form (PAF).	Compensated at the higher classification rate of pay with a minimum of five percent (5%) more than the current rate of pay.
Temporary Upgrade	Compensating an employee for performing the functions of a higher-paid classification for a period anticipated to be one (1) pay period or less. Processed through time keeping.	Compensated at a minimum of five percent (5%) more than the current rate of pay.

Temporary Increase	Compensating an employee for performing the functions of a higher paid classification for a period anticipated to last more than one (1) pay period. Requires Personnel Action Form (PAF).	Compensated at a minimum of five percent (5%) more than the current rate of pay.
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11.7 The City Manager may, based upon outstanding job performance, grant an employee a one time salary increase up to ten percent (10%) above the top of the salary range for a period not to exceed one (1) year. This one time increase is not cumulative and the employee will revert to the employee’s regular salary rate at the end of the one (1) year period.

11.8 Attached hereto and made a part hereof is Exhibit “D” titled “City of Redding Hazmat Response Program-Supervisory/Confidential”, Exhibit “E” titled “Standby Duty-Certified Water Treatment Personnel”, Exhibit “F” titled “Standby Duty-Certified Wastewater Treatment Plant Operator Personnel”; and Exhibit “G”, titled “RIEO Classifications in DMV Pull Notice Program”.

11.9 During the term of this agreement, the City and the Organization agree to meet and confer over modifications to compensation schedule(s) as necessary as a result of a compensation equity study.

In the month of December, the Association will provide two RIEO classifications to be studied, in writing, to the Personnel Director. The City will also choose two RIEO classifications to be studied at the same time. The equity study will be completed during the months of January through June each year. The appropriate compensation shall be determined by comparing like duties, responsibilities, and minimum qualification requirements to comparable classifications. The City’s analysis will take into consideration the local market and internal position alignment in making compensation recommendations. An agreement will need to be reached by both parties on appropriate compensation for the selected four classifications by July of the same year as the study, otherwise no equity adjustment will be recommended. The primary intent of an equity study is to determine an equitable wage or salary range. However, modifications to classification specifications may also result.

This article does not prohibit the City from submitting to the Union additions, deletions or modifications or classification titles or specifications when the need exists.

11.10 The City and Association agree to meet and discuss the Wastewater Operator series pay within 180 days of MOU implementation with RIEO and the City equally sharing all costs associated with the salary survey consultant. The salary study won’t be ordered until RIEO approves the amount RIEO will pay.

11.11 The City and Association agree to meet and discuss the new proposed Wastewater classification series recognizing certification levels beyond requirements for hire for the positions of Wastewater Lab Technician, Senior Wastewater Lab Technician and Industrial Waste Analyst within 180 days of MOU implementation with RIEO and the City equally sharing all costs associated with the salary survey consultant. The salary study won’t be ordered until RIEO approves the amount RIEO will pay.

11.12 During the term of the agreement, the City and RIEO agree to meet and discuss the creation of senior or lead positions for existing classification series within RIEO where a higher-level position

would be beneficial, and the process for promoting into the newly created higher-level position. (i.e. Administrative Assistant, Management Analyst, Account Clerk, Customer Service Representative, Records Specialist).

ARTICLE 12: HOURS AND OVERTIME

12.1 All Regular employees will receive full time employment for each workweek employed, provided they report for duty and are capable of performing their work. This is not to be interpreted that the City does not retain the right to lay off or release employees on account of lack of work or other valid reason.

12.2 Each employee shall report for work at the employee's regularly established headquarters and shall return thereto at the conclusion of the day's work and the time spent in traveling between such headquarters and the job site shall be considered as time worked.

12.3 A workweek is defined to consist of seven (7) consecutive calendar days, Sunday through Saturday, and a basic workweek is normally defined to consist of five (5) consecutive workdays of eight (8) hours each. The basic workweek may begin on any day of the week or at any hour of the day during the workweek. The City may modify employee work schedules from time to time as needed. Except in the event of an emergency, the City will give employees as much notice as possible of any permanent schedule change, but in any event not less than five (5) workdays, unless there is mutual agreement. The basic workweek indicated above may be modified by mutual agreement of the City and the affected employee(s) in those situations where such a modification serves the interests of both the City and its employees.

12.4 Except for Part-Time and Temporary employees and those employees holding a classification listed on Exhibit "B", overtime is defined as (a) time worked in excess of forty (40) hours in a workweek, (b) time worked in excess of eight (8), nine (9), or ten (10) hours as applicable on a scheduled workday, (c) time worked on a non-workday, (d) time worked outside of regular hours on a workday, and (e) time worked on a holiday. For Part-Time employees, overtime is defined as time worked over forty (40) hours in a workweek except time worked on a holiday which the employee is entitled to have off with pay and shall be paid at the overtime rate of pay. For Temporary employees, overtime is defined as time worked over forty (40) hours in a workweek. Overtime shall be computed to the nearest one-quarter (1/4) hour. In such cases where the basic workweek has been modified by mutual agreement pursuant to 12.3, these overtime requirements may be waived pursuant to applicable law.

12.5 Provided the working of overtime has prior approval by an immediate supervisor or other City management staff, overtime compensation shall be paid at a rate equivalent to one and one-half (1½) times the regular rate of pay or, at the employee's option, the employee may elect to receive time off with pay at the rate of one and one-half (1½) hours off for each overtime hour worked. Compensatory time off with pay shall be scheduled in the same manner as vacations are normally scheduled. The maximum compensatory time off available for any employee at any time shall be the maximum established by the Fair Labor Standards Act, which is presently two hundred forty (240) hours. In the event overtime is worked by an employee who has the maximum accumulation of compensatory time off, the employee shall be paid for the overtime worked as set forth above. Employees whose employment with the City is terminated for any reason shall, at the time of termination, receive payment for any unused compensatory time off previously earned.

12.6 Employees who are entitled to overtime compensation and who are required to report for work on their non-workdays or on holidays they are entitled to have off, or outside of their regular hours on workdays, shall be paid overtime compensation for the actual time worked, but in no event for less than two (2) hours compensation each time an employee is required to report back to work, except however, that employees shall not be paid more than time and one-half the regular rate of pay for any given time period. If an employee reports back to work for such overtime work outside of the employee's regular hours on a workday continues to work into the employee's regular hours, the employee shall be paid overtime compensation only for the actual overtime worked. If an employee performs overtime work immediately following the end of the employee's regular shift, the employee shall be paid overtime compensation only for the actual overtime worked.

12.7 For those employees who are entitled to overtime compensation, overtime shall be distributed as equally as is practicable among those employees who are qualified and available and who volunteer for overtime work and the City shall not require employees who have worked overtime to take equivalent time off during a workday without pay.

12.8 All employees holding a classification listed on Exhibit "B" "Exempt Employee Schedule of Classifications and Salary Ranges" are exempt from the Fair Labor Standards Act and the provisions of this Article.

ARTICLE 13: SENIORITY

13.1 Seniority is defined as total length of continuous service with the City. In determining an employee's seniority, the continuity of the employee's service will be deemed to be broken by termination of employment by reason of (1) resignation, (2) discharge for cause, (3) layoff, (4) failure to return immediately on the expiration of a leave of absence or acceptance of other full time employment while on leave, and (5) unexcused absence without pay, without a leave of absence, in excess of three (3) workdays. Continuity of service will not be broken and seniority will accrue when an employee is (a) inducted, enlists or is called to active duty in the Armed Forces of the United States or service in the Merchant Marine or under any Act of Congress which provides that the employee is entitled to re-employment rights, (b) on duty with the National Guard, (c) absent due to industrial injury, (d) on leave of absence or (e) on excused absence.

ARTICLE 14: PROMOTION AND TRANSFER

14.1 All promotions and transfers shall be in accordance with standards and procedures as outlined in the City's Competitive Recruitment/Reclassification Policy.

14.2 Whenever any City Council authorized full-time position vacancy occurs, which the City intends to fill, the City shall post the position vacancy in a consistent, distinctive manner with pertinent information concerning the duties, qualifications and filing period, for not less than five (5) working days on all work site bulletin boards. The City may opt to move an employee who has been filling a half-time position to three-quarter time, or an employee who has been filling a three-quarter time position to full-time without posting the position. The City recognizes the advantage of filling vacancies from within and

will endeavor to do so when it is in the City's interest; therefore, when filling vacancies, the City will consider the candidates' quality and length of service in making the selection decision.

14.3 Whenever an employee is promoted to another higher paying classification, the employee shall receive a five percent (5%) pay increase, provided, however, that the maximum pay rate of the new classification compensation range is at least five percent (5%) higher than the employee's current pay rate. Receiving a promotion and at least a five percent (5%) pay increase does not change the salary step increase date. That date will remain as defined in Section 11.1.

14.4 All promotions and transfers of City employees shall be on a probationary basis for six (6) months. At any time during the probationary period the City may terminate the appointment. If the appointment is terminated, the employee shall be returned to either the employee's previous classification and pay rate, or some other classification that is mutually acceptable to the employee and the City. Any unpaid absences during a probationary period shall cause the probationary period to be extended by the length of the absence. Employees on a promotional/transfer probation period shall be provided a written performance evaluation after three (3) months of service and as often as necessary as determined by the employee's Supervisor. A probationary employee shall not be terminated after completing three (3) months of the probationary period if the performance evaluation has not been presented to the employee. The probation period may also be extended by the City for up to six (6) months in circumstances where further evaluation of the employee is necessary.

14.5 An employee requesting lateral transfer from one position to another position in the same classification, or requesting voluntary demotion to a position in a lower paid classification, for which the employee is qualified, shall be added to the current eligibility list for that classification.

ARTICLE 15: LAYOFF, DISPLACEMENT AND REINSTATEMENT

15.1 Whenever it becomes necessary for the City to lay off employees for any reason, the City will notify the Organization and give employees involved as much notice as possible; but in no event will such employees receive less than two (2) weeks notice of layoff. Notice to the Organization will include an offer to meet and discuss the impact of the layoff to include a review of the agreed upon "Lines of Progression" chart as referenced in Sections 15.3 and 15.4 below.

15.2 Regular employees will be laid off in the reverse order of the employee's City seniority. Probationary employees as defined in Section 10.7, but excluding those defined in Section 14.4, will be laid off before other Regular employees without regard for their seniority. Part-Time employees will be laid off in the reverse order of their hire date within the Department.

15.3 An employee whose job is being eliminated, may elect to displace the least senior employee in any equally or lower paid classification in the Supervisory/Confidential or the Clerical, Technical and Professional Unit, if qualified to perform the duties of the classification and if the employee's seniority is greater than that of the employee in the classification being displaced. The City will utilize the "Lines of Progression" chart, attached hereto as Exhibit "C", to identify equal or lower paid classifications within related classification series. "Qualified" for the purpose of this Article will mean those classifications identified in the "Lines of Progression" chart as a lateral or lower classification, or a classification the employee previously held within the Supervisory/Confidential or the Clerical, Technical and Professional

Unit. The employee will not serve a probationary period.

15.4 A Part-Time employee whose job is being eliminated, with the exception of a Temporary employee, may elect to displace the Part-Time employee with the latest employment date, if qualified to perform the duties of the classification, and if the classification is in the Supervisory/Confidential or Clerical, Technical, and Professional Units. "Qualified" for the purpose of this Article will mean those classifications identified in the "Lines of Progression" chart as a lateral or lower classification, or a classification the employee previously held within the Supervisory/Confidential or the Clerical, Technical and Professional Unit.

15.45 Regular employees, who are laid off will be given preferential re-hire rights, in the reverse order of layoff, in filling future vacancies, for which they are qualified, for a period of up to two (2) years from the date of layoff, providing they keep the City advised of their current address. Employees who accept a less than full-time position or lower paid position will be given preferential re-hire rights, in the reverse order of layoff, in filling future vacancies, for which they are qualified, for a period of up to one (1) year. If a current or laid off employee does not accept reinstatement, the employee's name shall be removed from the reinstatement list and the employee shall no longer have reinstatement rights. Employees who are reinstated from the reinstatement list, will be credited with all previously accrued and unused employee benefits and seniority as of the date of layoff.

15.6 Employees on a reinstatement list will be notified of all position vacancies within the City.

15.7 An employee reinstated to their original position who completed probation, or who accepts a lateral or lower classification as a result of layoff, will not serve a probationary period. An employee who did not complete probation in their original classification and who returns to that classification will be required to complete the initial twelve (12) month probationary period.

15.8 Notwithstanding the provisions of this Article, the City and the Organization may agree to other procedures, including furloughs, during the term of this Memorandum of Understanding.

ARTICLE 16: LEAVE OF ABSENCE

16.1 Leave of absence may be granted to employees by the City Manager for urgent and substantial reason, up to a maximum of one (1) year, providing satisfactory arrangements can be made to perform the employee's duties without undue interference with the normal routine of work. Inability to return to work after an employee's sick leave has been exhausted will be considered as an urgent and substantial reason and in such cases a leave will be granted.

16.2 A leave of absence will commence on and include the first workday on which the employee is absent and terminates with and includes the workday preceding the day the employee returns to work.

16.3 All applications for leave of absence shall be made in writing except when the employee is unable to do so. The conditions under which an employee will be restored to employment on the termination of leave of absence shall be clearly stated by the City in conjunction with the granting of a leave of absence. Upon an employee's return to work after a leave of absence, the employee will be reinstated to the employee's former position and working conditions, providing that the employee is

capable of performing the duties of the former position. However, if there has been a reduction of forces or the employee's position has been eliminated during said leave, the employee will be placed in the position the employee would be in had the employee not been on a leave of absence.

16.4 An employee's status as a Regular employee will not be impaired by such leave of absence and the employee's seniority will accrue.

16.5 If an employee fails to return immediately on the expiration of the employee's leave of absence or if the employee accepts other full time employment while on leave, the employee will thereby forfeit the leave of absence and terminate the employee's employment with the City.

16.6 An employee on a leave of absence as provided herein shall not accrue vacation or sick leave benefits nor maintain group health and welfare insurance coverage. An employee may, however, at their option and expense, maintain the employee's group health and welfare insurance coverage providing the full monthly premium is received by the City Treasurer on or before the first day of the month for which the premium is intended. Notwithstanding the above, however, if the leave of absence is as a result of exhaustion of sick leave benefits an employee's group health and welfare insurance may be maintained for up to three (3) calendar months utilizing the normal premium-sharing formula, providing the employee pays their share of the premium on a timely basis.

16.7 The Parties acknowledge the provisions of State and Federal law governing family leaves. The Family and Medical Leave Act (FMLA), which is subject to legislative change, currently entitles those employees who have worked twelve hundred fifty (1,250) or more hours during the preceding twelve (12) month period to take up to twelve (12) weeks of unpaid, job protected, leave during any twelve (12) month period for serious health condition of employee or immediate family member or for child birth or adoption. An employee is required, to give thirty (30) days advance notice when leave is foreseeable, provide periodic medical certifications as to the conditions necessitating the leave and report at the request of the City during the leave regarding the employee's status and intention to return to work. Health insurance benefits will be continued on the same basis as prior to the FMLA leave. Annually the City will post the applicable State and Federal laws pertaining to family leave including maternity/paternity leave.

16.8 An employee may use sick leave, vacation or other accrued leave for a normal disability period of maternity leave of up to six (6) weeks. That period may be extended with acceptable written medical certification, if disability continues after the six (6) week period. If an employee elects to remain off work for a longer period of time, the general provisions for Leave of Absence apply.

ARTICLE 17: EXPENSES

17.1 To allow for a fair and equitable means of reimbursing expenses incurred while conducting City business, i.e., traveling to authorized meetings, seminars, training sessions, luncheons and other events approved by the Department Director, reimbursements will be at the rate established within the Employment and Benefit Policies for Unrepresented Employees.

ARTICLE 18: SICK LEAVE

18.1 Sick leave with pay shall be accumulated for each Regular and Job-Share employee at the rate of forty-six thousandths (.046) of an hour for each regular hour worked or on paid leave. (Accrual rate approximately one (1) day per month, or 3.68 hours per pay period.)

Part-time and Temporary employees will accrue paid sick leave at a rate of one hour for every 30 hours worked which is equivalent to a rate of .033 per hour worked. Part-time and Temporary employees shall be eligible to use the sick leave accrual on the 90th day of employment, and will be limited to 24 hours or three days of paid sick leave in each year of employment.

18.2 Sick leave shall be allowed for a non-work related absence due to: (a) the inability of an employee to be present or perform the employee's duties because of personal physical or mental illness, off duty injury or confinement for medical treatment; (b) personal medical or dental appointments which are impractical to schedule outside of regular working hours; (c) the need to be present during childbirth, surgery, critical illness or injury involving members of the immediate family as defined in Section 19.1, for up to forty (40) hours per incident and (d) the need to attend sick or injured immediate family members as defined in Section 19.1 for up to forty-eight (48) hours per calendar year.

18.3 Management may require satisfactory evidence of illness or disability in accordance with State and Federal Law before payment for sick leave will be made. The City may also require an employee requesting to return to work after sick leave or leave of absence for medical or psychiatric reasons to submit to an examination by a physician or physicians approved by City for the purpose of determining that such employee is physically or mentally fit and able to perform the duties of the employee's former position without hazard to the employee, fellow employees or to the employee's own health. Such examination or examinations shall be at the sole expense of the City, and the employee shall be placed on leave with pay for the purposes of such examination. The Parties recognize abuse of the sick leave program is against the interests of the City and employees alike, and therefore, will cooperate, as appropriate, to prevent abuse.

18.4 If a holiday which an employee is entitled to have off with pay occurs on a workday during the time an employee is absent on sick leave, the employee shall receive pay for the holiday as such and it shall not be counted as a day of sick leave.

18.5 Whenever any employee exhausts all categories of paid time off as a result of illness or injury, with approval of the employee's Department Director, the Personnel Director and the City Manager an employee may receive up to eighty (80) hours advanced sick leave with pay. If the employee returns to duty, such advanced sick leave shall be returned to the City from subsequent sick leave accruals. If the employee terminates City employment, such advanced sick leave shall be repaid to the City from any funds due the employee by the City. If sufficient funds are due the employee by the City, the employee shall directly reimburse the City for advanced sick leave in excess of the funds, if any, previously withheld. Such direct reimbursement will be waived for employees who are terminally ill or totally disabled (100%).

18.6 Any employee who after ten (10) years of continuous service to the City terminates employment shall be paid at the employee's regular pay rate for thirty-three and one-third percent (33-1/3%) of the employee's accumulated sick leave hours. For employees with fifteen (15) years or more but less than twenty (20) years of continuous service, the percentage set forth above shall be increased to forty-

five percent (45%). For employees with twenty (20) years or more of continuous service, the percentage set forth above shall be increased to sixty percent (60%). Pursuant to the contract between the City of Redding and the California Public Employees' Retirement System (CalPERS), when an employee makes an election to accept payment at the rates specified above, all remaining unused sick leave will be used for service credit with CalPERS. Employees have the option to take less sick leave pay-out and report more hours to CalPERS. If no such election is made, all sick leave will be used for service credit with CalPERS.

18.7 Upon an affirmative vote of the membership during the term of this agreement, the City and the Organization agree to implement a VantageCare (or similar program) at the employee's expense. Details of the program will be subject to the mutual agreement of the Parties.

ARTICLE 19: FUNERAL LEAVE

19.1 Regular and Job-Share employees who are absent from work due to the death of a member of the employee's "immediate family" shall receive compensation at the regular rate of pay for the time necessary to be absent from work, but not to exceed forty (40) working hours. "Immediate family" as used herein includes only employee's spouse, children, grandchildren, brothers, sisters, parents, or grandparents of either spouse or other persons who are living in the employee's immediate household.

19.2 Regular and or Job-Share employees who are absent from work to attend the funeral of a person other than an immediate family member shall give as much advance notice as possible and shall receive compensation at the regular rate of pay for the time necessary to be absent from work, but not to exceed one (1) regularly scheduled work day per funeral. A maximum of twenty four (24) hours may be utilized in a calendar year.

19.3 An employee must be in a paid status on both scheduled workdays immediately adjacent to funeral leave in order to receive pay for such leave.

ARTICLE 20: HOLIDAYS

20.1 Regular, Job-Share, and Part-Time (not Temporary) employees, except as otherwise provided herein, shall be entitled to have the following holidays off with pay, except that Part-Time employees shall not be entitled to have Lincoln Day, employee's birthday, Columbus Day or Veterans Day off with pay:

	Holidays	Fixed or Floating
1	January 1 st	Fixed
2	The third Monday in January, known as “Martin Luther King, Jr. Day”	Fixed
3	February 12 th , known as “Lincoln Day”	Floater
4	The third Monday in February, known as “President’s Day”	Fixed
5	The last Monday in May, known as “Memorial Day”	Fixed
6	July 4 th	Fixed
7	First Monday in September, known as “Labor Day”	Fixed
8	Employee’s birthday	Floater
9	The second Monday in October, known as “Columbus Day”	Floater
10	November 11 th , known as “Veteran’s Day”	Floater
11	Thanksgiving	Fixed
12	Friday after Thanksgiving	Fixed
13	December 24 th the last half of the normal work shift before Christmas	Fixed
14	December 25 th	Fixed

If any of the foregoing holidays fall on a Sunday, the Monday following shall be observed as the holiday, except by those employees who are regularly scheduled to work on Sunday other than on an overtime basis. Employees who are regularly scheduled to work on Sundays shall observe such holidays on Sunday. If any of the foregoing holidays fall on a Saturday, the preceding Friday shall be observed as the holiday, except by those employees who are regularly scheduled to work on Saturday other than on an overtime basis. Employees who are regularly scheduled to work on Saturdays shall observe such holidays on Saturday. If any of the foregoing holidays fall on any day from Monday through Friday, inclusive, and that day is a regularly scheduled non-workday for an employee, such employee shall be entitled to receive another workday off with pay to be scheduled in the same manner as vacation days are normally scheduled. Notwithstanding the foregoing, an employee may observe the employee’s birthday holiday on the employee’s birthday or anytime during the pay period in which the birthday occurs, or the holiday may be deferred and scheduled as vacations are normally scheduled. The holidays known as Lincoln Day, Columbus Day, and Veterans Day shall be scheduled by employees and their supervisors in the same manner as vacations are normally scheduled. Employees who work alternative work schedules commonly known as four-tens (4/10’s or 9/80’s and/or 4/5/9’s) will be entitled to holiday pay for eight (8), nine (9), or ten (10) hours as applicable.

20.2 Exempt shift employees who regularly must take deferred holidays, consistent with needs of the service, may have their deferred holidays scheduled immediately adjacent to their regularly scheduled days off.

20.3 Exempt employees scheduled to work on a holiday will observe that holiday at another time to be scheduled by the employee and the employee’s supervisor in the same manner as vacations are normally scheduled.

20.4 Notwithstanding the foregoing, non-exempt employees may be scheduled to work on holidays, in which event any such employee will, in addition to the employee's holiday pay, be compensated therefore at the overtime rate of pay per Section 12.5 for all time worked on such days. An employee may, however, at the employee's option, elect to observe that holiday at another time to be scheduled in the same manner as vacation days are normally scheduled, in which event any such employee will only be compensated for time worked on that day at the overtime rate of pay, and shall not receive holiday pay for such day.

20.5 If an employee is in a non-pay status on either workday immediately adjacent to the holiday, the employee shall not receive pay for the holiday.

ARTICLE 21: VACATIONS

21.1(a) Regular and Job-Share employees, and Part-Time employees with twenty-four (24) months of continuous service shall accrue vacations with pay up to a maximum of four hundred (400) hours as follows:

	ACCRUAL RATE PER HOUR	FROM	THROUGH PAY PERIOD	APPROXIMATE ACCRUAL RATE	APPROXIMATE ACCRUAL RATE PER FULL PAY PERIOD	YEARS OF SERVICE
A	.039	Date of Employment	104 th	2 weeks	3.12 hours	1-4
B	.058	105 th	234 th	3 weeks	4.64 hours	After 4
C	.068	235 th	364 th	3 ½ weeks	5.44 hours	After 9
D	.077	365 th	494 th	4 weeks	6.16 hours	After 14
E	.087	495 th	624 th	4 ½ weeks	6.96 hours	After 19
F	.096	625 th	--	5 weeks	7.68 hours	After 24

21.1(b) A full pay period as used in this Article is defined as one in which the employee works or is paid for time off for at least half of the regularly scheduled work hours.

21.2 Vacation cannot be accrued while an employee is in a non-pay status.

21.3 Vacations will be scheduled throughout the calendar year. Employees with greater seniority, as defined in Article 13, will be given preference over those with less seniority in the selection of a vacation period, provided, however, that if the senior employee splits the employee's vacation by requesting less than a full year's allowance to be scheduled on consecutive workdays, the employee's preferential rights shall apply only on one period in that calendar year prior to all other employees being given consideration in the selection of their first choice vacation period. Departments that have employees select vacations a year in advance, the first round will be done by seniority using the same criteria listed above. With Department Director approval, employees may elect a second or third round of vacation picks in the same manner used in the first round. Should a senior employee forego selecting a vacation at any round, they forego their right to seniority.

21.4 The City shall not require an employee to take the employee's vacation in lieu of sick leave or leave of absence on account of illness.

21.5 If a holiday which an employee is entitled to have off with pay occurs on a workday during the employee's vacation period, such employee will be entitled to an additional day of vacation and will be compensated for same.

21.6 Employees whose employment with the City is terminated for any reason shall, at the time of termination, receive pay for any unused vacation previously earned.

21.7 The City will, at the employee's option, compensate employees for accumulated vacation during any fiscal year as follows:

MINIMUM ACCRUAL	MAXIMUM HOURS PAYABLE PER FISCAL YEAR
120	40
240	80
360	120

21.8 Whenever any employee has exhausted all paid time off benefits as a result of a non-work related injury or disability, and is not eligible for long-term disability insurance benefits, other employees may contribute their vacation credits to the disabled employee with vacation credits being donated and granted on the basis of the dollar value of the vacation credits.

21.9 An employee who has submitted a vacation request in writing more than two (2) weeks prior to the beginning of the requested vacation shall receive approval or denial of the request in writing within five (5) working days of the request. Failure of the supervisor to provide such decision within five (5) working days will be treated as though the vacation request was approved. If an employee's supervisor is not available to make such a decision, the employee's division manager or department director will do so.

ARTICLE 22: ADMINISTRATIVE LEAVE

22.1 With City Manager approval, Department Directors may grant exempt employees up to forty (40) hours paid administrative leave per calendar year, provided the employee commits to work a minimum of forty (40) hours per year beyond regular work hours.

22.2 The City Manager may grant up to an additional forty (40) hours paid administrative leave per calendar year to certain designated exempt employees who commit a significant number of work hours above regular work hours to a specific project or projects, or to recognize outstanding contributions to the City.

22.3 Administrative leave, if any, will be granted effective on the first day of the pay period closest to January 1 each year and must be used before the end of the calendar year. No administrative

leave shall be carried over to the next calendar year, nor shall unused administrative leave be converted to compensation.

22.4 In the event an employee does not agree with the administrative leave amount granted, the employee may appeal to his/her department head. If not satisfied with the department head's decision on appeal, the matter may be appealed to the Personnel Director, who will have the authority, with City Manager concurrence, to adjust the allotment.

22.5 Administrative leave may not be taken for the purpose of outside employment or for self employment.

ARTICLE 23: UNIFORM AND REPLACEMENT ALLOWANCE

23.1 With the exception of newly hired employees, an annual uniform allowance for certain classifications of employees as listed below shall be paid in equally divided installments on a bi-weekly basis with the City's regular payroll processing. New employees and existing employees transferring into the applicable position, will be given the opportunity to receive the full amount indicated below, spend the full allowance with a City vendor, or spend a partial amount with a vendor and receive the remaining amount with payroll. All of the above transactions must be completed prior to the end of the current fiscal year. In July following the employee's hire date, regardless of time with the City, the employee will begin receiving bi-weekly installments with the regular payroll. Annual uniform allowances are as follows:

Police Services Supervisor	\$600
Office Services Supervisor (Police and Fire)	\$600

23.2 The City shall pay the reasonable cost of repair or replacement of uniforms, glasses, watches, or other personal property up to two hundred dollars (\$200) per incident damaged in the course of employment. This provision does not apply to items lost or damaged as a result of negligence of the employee.

ARTICLE 24: EMPLOYEE BENEFIT PROGRAMS

24.1 Retirement Plan: All Regular, Part-Time Regular, and Job-Share employees are covered by the California Public Employees' Retirement System (CalPERS) program pursuant to an existing contract with the California Public Employees' Retirement System.

(a) Tier 1: Regular employees hired prior to January 1, 2013, and those considered to be "Classic CalPERS Members" and will be covered under the 2.0% at age 55 retirement benefit formula with the 12 highest paid consecutive month's final compensation provision. Employees be covered by the Indexed level of 1959 Survivors' Benefit Program, Survivor Continuance allowance; credit for unused sick leave; and military service credit buy back option. Effective August 16, 2015, the employee contribution of seven percent (7%) of pensionable earnings will be paid by the employee through a bi-weekly payroll deduction on a pre-tax basis. Regular employees vested in Tier 1 who leave City employment and subsequently are rehired will be re-employed with Tier 1 status for CalPERS benefits.

All CalPERS eligible Tier 1 employees agree to cost sharing of the CalPERS employer contribution rate in accordance with Government Code Section 20516, as soon as administratively possible, and after the date

that the appropriate CalPERS contract amendment has been executed. The additional contribution of pensionable earnings will be paid by the employee through a bi-weekly payroll deduction on a pre-tax basis.

- Effective January 1, 2019, or as soon as administratively possible:
Increase contribution rate 1.0%

The City will also provide employees hired prior to January 1, 2013, with the Public Agency Retirement System (PARS) 0.7% at age 55 retirement benefit formula for each year of regular City Service, any prior CalPERS service and CalPERS service credit purchased and credited to the employee's City of Redding CalPERS account while an employee of the City as a supplement to the CalPERS benefit, so long as the employee is vested with ten (10) years of City service.

Effective December 29, 2019, all regular employees receiving the Public Agency Retirement System (PARS) benefit will begin making an employee contribution of 1.13% of pensionable earnings that will be paid by the employee through a bi-weekly payroll deduction on a pre-tax basis.

Effective December 26, 2021, all regular employees receiving the Public Agency Retirement System (PARS) benefit will make an additional employee contribution of 1.13% for a total of 2.26% of pensionable earnings that will be paid by the employee through a bi-weekly payroll deduction on a pre-tax basis.

(b) Tier 2: Pursuant to the California Public Employees' Pension Reform Act of 2013 (PEPRA), employees hired on or after January 1, 2013, will be covered by the 2.0% at age 62 retirement formula with the 36 highest consecutive months final compensation provision as a "New CalPERS Member" if the employee 1) has not been a member of a California Public Retirement System, or 2) had prior CalPERS/reciprocity service with a break in service of six months or longer. Employees will be covered by the Indexed level of 1959 Survivors' Benefit Program, Survivor Continuance allowance; credit for unused sick leave; and military service credit buy back option. Also pursuant to PEPRA, New CalPERS Members will be responsible for paying one-half of the total normal cost rate for the retirement benefit on a bi-weekly pre-tax basis.

Employees hired on or after January 1, 2013, will not be eligible for the Public Agency Retirement System (PARS) 0.7% at age 55 supplemental retirement benefit formula.

(c) Part-Time employees not included within Section 24.1(a) or 24.1(b) above, and Temporary employees, shall be covered by the PARS-457 Plan. Effective August 16, 2015, participating employees will pay 3.75 percent (3.75%) for the benefit through a bi-weekly payroll deduction on a pre-tax basis.

(d) Deferred Compensation Program: Regular employees are eligible to participate in the City's Deferred Compensation Plan through voluntary payroll deductions from the employee's pay. Changes which affect, or have the potential to affect, the Organization members will be made only after reasonable notification has been made and the meet and confer process, if any, has been concluded.

24.2 Group Health and Welfare Insurance Coverage: All Regular and Job-Share employees are eligible to participate in a group health and welfare insurance benefit program which includes the medical, prescription, dental, vision, life and long term disability plans, effective the first day of employment. The

City shall pay the cost of the program for both employee and dependents as indicated below. If a Part-Time Regular employee is eligible for and elects insurance coverage, the premiums shall be shared by the City and the employee on a prorated basis at the same ratio to full-time employee benefits as the employee's work hours bear to full-time employees' work hours.

(a) Life Insurance: Twice annual salary for employee, \$3,000 for employee's dependents. The City will pay the full cost of the premiums. More specific benefit information is provided in the carrier's booklet.

The City's contribution toward the monthly group health and welfare insurance composite premium rate shall be ninety percent (90%) and the employee will begin paying ten percent (10%) of the rate through a bi-weekly payroll deduction. The ten percent (10%) co-share of premium will be recalculated every January 1st to coincide with the renewal of the City's Group Health Insurance Plan. The City established a Section 125 Plan allowing for the employee co-share percentage to be taken from their pay. This will redirect the portion of the employee's salary to pay, on a pre-tax basis, the employee's contribution toward the medical, prescription, dental and vision insurance composite premium rate.

The City will offer two health plans, a "Base Plan" and an optional "Buy Up Plan". All eligible employees will be enrolled in the "Base Plan" and will have the option on a voluntary basis to enroll in the "Buy Up Plan" initially, and during the open enrollment period for each subsequent calendar year. Employees who do not complete an annual open enrollment group health medical plan selection will remain in the medical plan the employee participated in during the previous plan year. Changes will be effective at the beginning of the following calendar year. The City's contribution toward the monthly group health and welfare insurance composite premium rate for the "Base Plan" shall be ninety percent (90%) and the employee will pay ten percent (10%) of the premium rate through a bi-weekly payroll deduction. Employees electing to enroll in the "Buy Up Plan" will be responsible for premiums beyond the City's contribution of 90% of the "Base Plan" composite rate.

Effective December 29, 2019, all employees participating in the Group Health and Welfare Insurance Plan will pay twelve and one half percent (12.5%) co-share of premium. The City's contribution toward the monthly group health and welfare insurance composite premium rate for the "Base Plan" shall be 87.5%. Employees electing to enroll in the "Buy Up Plan" will be responsible for premiums beyond the City's contribution of 87.5% of the "Base Plan" composite rate.

Effective December 26, 2021, all employees participating in the Group Health and Welfare Insurance Plan will pay fifteen percent (15%) co-share of premium. The City's contribution toward the monthly group health and welfare insurance composite premium rate for the "Base Plan" shall be 85%. Employees electing to enroll in the "Buy Up Plan" will be responsible for premiums beyond the City's contribution of 85% of the "Base Plan" composite rate.

Employees with spousal coverage will be allowed to "opt out" of the City's group health and welfare insurance coverage (cease paying their share of the premium). Employees "opting out" of the City's group health benefits must provide proof of alternative health care coverage on an annual basis during the open enrollment period.

The City and the Organization recognize that it is the on-going plan of the City that all bargaining units will have the same group insurance benefits.

The City reserves the right to modify the group insurance composite rate structure to establish classes of coverage and rates in an effort to create a rate structure more compatible to employee claims experience. The City and the Organization agree to meet and confer prior to any changes being made to the group insurance composite rate structure. The City and the Organization agree to discuss the possibility of changing from a “composite” premium structure to a “tiered” premium structure during the term of the MOU.

For specifics regarding the City’s Group Health and Welfare Benefit Plan, refer to the Benefit Summary Plan Document.

Prescription Benefit: Employee co-payments as shown in the following table:

Retail (34 days’ supply)		Effective 1/1/2016 Co-Payment
Generic		\$10.00
Brand		\$40.00
No Generic Available		\$20.00
Mail (90 days’ supply)		
Generic		\$20.00
Brand		\$70.00
No Generic Available		\$40.00

The premium cost of the Prescription benefit program is outlined under “Health Benefits” above.

(c) Dental Benefits: The premium cost of the Dental benefit program is outlined under “Health Benefits” above. For specifics regarding the City’s Dental Plan, refer to the Benefit Summary Plan Document.

(d) Long Term Disability: For specifics regarding the City’s Long Term Disability Plan, refer to the Benefit Summary Plan Document.

(e) Vision Benefits: The premium cost of the Vision benefit program is outlined under “Health Benefits” above. For specifics regarding the City’s Vision Plan, refer to the Benefit Summary Plan Document.

(f) Short-Term Disability: The City will administer employee-paid State Disability Insurance for all employees, including Part-Time and Temporary employees.

(g) Effective January 1, 2016, prescription co-pay and alternative therapy (massage) reimbursement benefits will no longer be offered.

24.3 Group Health Benefits at Retirement for Employees

(a) Tier 1 - Hired Prior to May 6, 2008

All active employees hired prior to May 6, 2008, who retire from the City and are eligible for CalPERS benefits upon separation of service shall be eligible for the City to pay a 50% proportionate share of costs of the insurance premium should the active employee transitioning to retirement elect to participate in the group health, dental and vision plan also made available to active employees. To initially qualify for the benefit, the employee must go directly from active status to retiree status with CalPERS. To maintain a qualified status, and to continue to receive the benefit, the retired employee must continue the group medical insurance during retirement without a break in coverage. Payments by the City will be discontinued upon termination of group medical insurance coverage by the City retiree or loss of qualified status by the retiree. Following the death a retiree, the surviving spouse, if any, may continue the insurance and the City will continue the benefit on the same terms and conditions for the life of the surviving spouse. The City will not contribute payments on behalf of any retiree hired prior to May 6, 2008, except as set forth above. (Employees who retired prior to May 1, 2001, are eligible for health coverage only.)

(b) Tier 2 - Hired On or After May 6, 2008

All active employees hired on or after May 6, 2008, who retire from the City and have five (5) or more years of City service (and are eligible for CalPERS benefits upon separation of service) shall be eligible for the City to pay a proportionate share of the cost of the insurance premiums in accordance with the following formula: two percent (2%) for every year of active service with the City of Redding up to a maximum of fifty percent (50%) should the employee transitioning to retirement elect to participate in the group health, dental and vision plan also made available to active employees. To initially qualify for the benefit, the employee must go directly from active status to retiree status with CalPERS. To maintain a qualified status, and to continue to receive the benefit, the retired employee must continue the group medical insurance during retirement without a break in coverage and the retired employee and their covered spouses who reach Medicare A/B eligibility age must enroll in Medicare. Payments by the City will be discontinued upon termination of group medical insurance coverage by the City retiree or loss of qualified status by the retiree. Following the death a retiree, the surviving spouse, if any, may continue the insurance and the City will continue the benefit on the same terms and conditions for the life of the surviving spouse. The City will not contribute payments on behalf of any retiree hired on or after May 6, 2008 except as set forth above. Tier 2 is not a vested benefit and is subject to change for then active employees in a successor MOU. Benefits will not be changed for already retired employees.

(c) Retiring employees who were hired or who worked under a different Memorandum of Understanding (MOU) or City Resolution (a different bargaining group) shall receive the greatest retiree premium co-share formula in effect and for which that employee qualified for during his or her term of employment.

(d) Beginning Calendar Year 2016, the City will offer two health plans, a "Base Plan" and an optional "Buy Up Plan". All retired employees participating in the group health plan will be enrolled in the "Base Plan" and will have the option on a voluntary basis to enroll in the "Buy Up Plan" initially, and during the open enrollment period for each subsequent calendar year. Changes will be effective at the beginning of the following calendar year. The City shall pay a proportionate share of the cost of the "Base Plan" insurance premiums as outlined above in Sections 24.3(a) and 24.3(b). Participating retired employees

electing to enroll in the “Buy Up Plan” will be responsible for premiums beyond the City’s contribution of the “Base Plan” composite rate. The City’s proportionate share for payments referenced above in 24.3(a) and 24.3(b) shall apply only to the premium for the “Base Plan.”

24.4 The parties agree that the foregoing benefits will remain in full force and effect during the term of this agreement unless modified by mutual agreement.

24.5 The City and the Organization agree to meet and discuss during the term of this agreement the recommendations of the Health Insurance Task Force.

24.6 The City and the Organization agree to reopen negotiations if any changes to the Affordable Care Act affect matters within the scope of representation.

ARTICLE 25: JURY DUTY

25.1 A Regular or Job-Share employee who is summoned for jury duty and is thus unable to perform the employee’s regular duties will be paid for the time lost at the employee’s regular rate of pay. Part-time employees will be allowed to make-up absences due to jury duty service as outlined in Sections 10.3 and 10.6.

25.2 The employee must be in a paid status on both scheduled workdays immediately adjacent to jury duty in order to receive pay for jury duty.

ARTICLE 26: PERSONNEL RECORDS

26.1 Any employee, at the employee’s request, shall be permitted to review the employee’s own personnel file. The file may not, however, be removed from the Personnel Department. With the exception of examination materials, an employee may have copies of documents contained in the employee’s personnel file.

26.2 An employee may authorize a representative to review the employee’s personnel file.

26.3 An employee who disagrees with their evaluator’s statements or conclusions with respect to their employee evaluation report shall have the right to review such evaluation report with the City’s Personnel Director and, upon request, shall have the right to have an Organization representative present. The employee may also attach a written rebuttal to the employee evaluation, providing it is done within thirty (30) days of the employee’s receipt of the evaluation.

26.4 The City will provide an employee with a copy of any negative or derogatory document prior to it being placed in the employee’s personnel file. The employee may attach a written rebuttal to the negative or derogatory document.

26.5 Upon an employee’s request with Department Director approval, the City Manager may seal and or remove any disciplinary element of an employee’s personnel file.

ARTICLE 27: CONTINUING EDUCATION

27.1 Eligible City of Redding employees who complete authorized courses taken for credit with a passing grade may, upon application, be reimbursed for the tuition and cost of required textbooks and required materials, including but not limited to computer software, calculators, videos, but not to include incidentals such as paper, pens and pencils.

27.2 Employees must obtain prior approval from their Department Director and the Personnel Director. Effective upon contract ratification by City Council, reimbursement shall be limited to four hundred dollars (\$400) per course (semester/quarter).

ARTICLE 28: MISCELLANEOUS

28.1 Whenever any employee is subpoenaed to testify in court as a result of the employee's employment and is therefore unable to perform the employee's regular duties, the employee shall be paid for all regular time lost.

28.2 The City and the Organization recognize the need for, and efficacy of, the City's Volunteer Program. The scope and intent of the Volunteer Program is described in Council Policy 209. The City and the Organization agree that volunteers will not be used to displace current employees, reduce the current Memorandum of Understanding, or cause cancellation of existing or future Memoranda of Understanding. The City and the Organization agree to meet at least once during the term of this Memorandum of Understanding to discuss guidelines regarding the use of volunteers.

28.3 The City will pay the cost of fees to maintain professional licenses required by the City to meet the minimum qualifications for the position.

28.4 Classification specifications delineate the major job duties assigned to each classification. The classification specification is not meant to be an all-encompassing list of the duties employees may be assigned to perform. The wording, "other duties as assigned" is amended to read: "Other duties as assigned within the scope of the job classification."

28.5 The City and Organization agree to meet and discuss classification changes proposed by the City during the term of the MOU.

ARTICLE 29: SAVINGS PROVISION

29.1 If any provisions of this Memorandum of Understanding are held to be contrary to law by a court of competent jurisdiction, or held to be outside the scope of negotiations, such provisions will not be deemed valid and subsisting except to the extent permitted by law, but all other provisions will continue in full force and effect. Whenever any provision of this Memorandum of Understanding is affected as set forth above, either Party may, by giving written notice to the other within thirty (30) days of the court's action, open negotiations on the subject of the affected provisions.

ARTICLE 30: EFFECT OF AGREEMENT

30.1 It is understood and agreed that the specific provisions contained in this Memorandum of Understanding shall prevail over City practices and procedures to the extent of a conflict, and that in the absence of specific provisions in this Memorandum of Understanding, such practices and procedures are discretionary.

ARTICLE 31: EMERGENCY PROVISION

31.1 The City retains the right to amend, modify or rescind policies, regulations, and practices referred to in this Memorandum of Understanding in cases of emergency. For the purpose of this Article, an “emergency” is defined as an act of God, war, natural or manmade disaster, which interferes with the normal operations of the City.

ARTICLE 32: COMPLETE AGREEMENT

32.1 Except as specifically provided in Article 33, Term, during the term of this Memorandum of Understanding, the Organization expressly waives and relinquishes the right to meet and confer on wages, hours of employment, and terms and conditions of employment, and agrees that the City shall not be obligated to meet and confer with respect to any subject or matter whether referred to or covered in this Memorandum of Understanding or not, even though such subject or matters may not have been within the knowledge or contemplation of either or both the City or the Organization at the time they met and conferred on and executed this Memorandum of Understanding, and even though such subjects or matters were proposed and later withdrawn. Both Parties acknowledge that such waiver and relinquishment as set forth above carries with it the commensurate prohibition for either Party to effect a unilateral change in an employment condition falling within the scope of negotiations under Government Code Section 3500 et. seq.

ARTICLE 33: TERM

33.1 This Memorandum of Understanding shall remain in full force and effect until December 31, 2023. Parties agree to begin bargaining for a successor MOU no later than August 15, 2023. Specific meeting dates and times will be set to sufficiently complete the bargaining process by December 31, 2023. A successor MOU shall only become effective with approval of the City Council of the City.

33.2 Whenever notice is given for changes, the general nature of the changes desired must be specified in the notice, and until a satisfactory conclusion is reached in the matter of such changes, the original provision shall remain in full force and effect.

33.3 This Memorandum of understanding shall not be amended or supplemented except by agreement of the Parties hereto, reduced to writing and duly signed by each.

IN WITNESS WHEREOF, the parties have executed these amendments to the Memorandum of Understanding to be effective February 20, 2019.

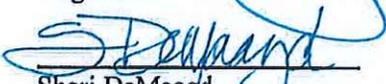
CITY OF REDDING



Barry Tippin
City Manager



Bill Avery
Negotiator



Sheri DeMaagd
Assistant City Manager/Personnel Director



Shawn Avery
Personnel Manager

REDDING-INDEPENDENT EMPLOYEES'
ORGANIZATION



Steve Allen
Negotiator



Amber Edenburn
President



Mike Smull
Negotiator



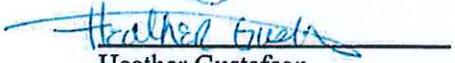
Anthony Maggiore
Negotiator



Rob Marvin
Negotiator



Joe Drysdale
Negotiator



Heather Gustafson
Negotiator



Michelle Kempley
Negotiator

Approved as to form:



Barry E. DeWalt
City Attorney

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION
SUPERVISORY/CONFIDENTIAL UNIT
EXHIBIT "A-0"**

NON-EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND HOURLY WAGE RATES

Effective: December 20, 2015

Classification	Hourly Wage Rate - Salary Step					
	1	2	3	4	5	6
398 Clerk I	\$13.59	\$14.27	\$14.99	\$15.74	\$16.52	\$17.35
397 Clerk II	\$15.04	\$15.79	\$16.58	\$17.41	\$18.28	\$19.19
393 Account Clerk I	\$15.30	\$16.06	\$16.86	\$17.71	\$18.59	\$19.52
390 Administrative Assistant I	\$16.49	\$17.31	\$18.18	\$19.09	\$20.04	\$21.05
373 Clerk III	\$16.49	\$17.31	\$18.18	\$19.09	\$20.04	\$21.05
370 Account Clerk II	\$16.90	\$17.75	\$18.63	\$19.56	\$20.54	\$21.57
377 Administrative Assistant II	\$18.11	\$19.01	\$19.97	\$20.96	\$22.01	\$23.11
379 Payroll and Benefits Technician	\$18.19	\$19.09	\$20.05	\$21.05	\$22.10	\$23.21
364 Executive Assistant I	\$19.88	\$20.87	\$21.92	\$23.01	\$24.16	\$25.37
350 Legal Secretary	\$19.95	\$20.95	\$21.99	\$23.09	\$24.25	\$25.46
342 Personnel Technician	\$20.15	\$21.15	\$22.21	\$23.32	\$24.49	\$25.71
360 Executive Assistant II	\$20.75	\$21.79	\$22.88	\$24.02	\$25.22	\$26.48
349 Legal Assistant	\$21.92	\$23.02	\$24.17	\$25.38	\$26.65	\$27.98

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION
SUPERVISORY/CONFIDENTIAL UNIT
EXHIBIT "A-1"**

NON-EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND HOURLY WAGE RATES

Effective: July 12, 2020

Classification	Hourly Wage Rate - Salary Step					
	1	2	3	4	5	6
398 Clerk I	\$13.80	\$14.49	\$15.21	\$15.97	\$16.77	\$17.61
397 Clerk II	\$15.26	\$16.03	\$16.83	\$17.67	\$18.55	\$19.48
393 Account Clerk I	\$15.53	\$16.30	\$17.12	\$17.97	\$18.87	\$19.82
390 Administrative Assistant I	\$16.74	\$17.57	\$18.45	\$19.38	\$20.34	\$21.36
373 Clerk III	\$16.74	\$17.57	\$18.45	\$19.38	\$20.34	\$21.36
370 Account Clerk II	\$17.15	\$18.01	\$18.91	\$19.86	\$20.85	\$21.89
377 Administrative Assistant II	\$18.38	\$19.30	\$20.26	\$21.28	\$22.34	\$23.46
379 Payroll and Benefits Technician	\$18.46	\$19.38	\$20.35	\$21.37	\$22.44	\$23.56
364 Executive Assistant I	\$20.18	\$21.19	\$22.25	\$23.36	\$24.53	\$25.75
350 Legal Secretary	\$20.25	\$21.26	\$22.32	\$23.44	\$24.61	\$25.84
342 Personnel Technician	\$20.45	\$21.47	\$22.54	\$23.67	\$24.86	\$26.10
360 Executive Assistant II	\$21.06	\$22.11	\$23.22	\$24.38	\$25.60	\$26.88
349 Legal Assistant	\$22.25	\$23.36	\$24.53	\$25.76	\$27.05	\$28.40

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION
SUPERVISORY/CONFIDENTIAL UNIT
EXHIBIT "A-2"**

NON-EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND HOURLY WAGE RATES

Effective: July 11, 2021

Classification	Hourly Wage Rate - Salary Step					
	1	2	3	4	5	6
398 Clerk I	\$14.00	\$14.71	\$15.44	\$16.21	\$17.02	\$17.87
397 Clerk II	\$15.49	\$16.27	\$17.08	\$17.93	\$18.83	\$19.77
393 Account Clerk I	\$15.76	\$16.55	\$17.37	\$18.24	\$19.16	\$20.11
390 Administrative Assistant I	\$16.99	\$17.84	\$18.73	\$19.67	\$20.65	\$21.68
373 Clerk III	\$16.99	\$17.84	\$18.73	\$19.67	\$20.65	\$21.68
370 Account Clerk II	\$17.41	\$18.28	\$19.20	\$20.16	\$21.16	\$22.22
377 Administrative Assistant II	\$18.66	\$19.59	\$20.57	\$21.60	\$22.68	\$23.81
379 Payroll and Benefits Technician	\$18.73	\$19.67	\$20.66	\$21.69	\$22.77	\$23.91
364 Executive Assistant I	\$20.48	\$21.50	\$22.58	\$23.71	\$24.89	\$26.14
350 Legal Secretary	\$20.55	\$21.58	\$22.66	\$23.79	\$24.98	\$26.23
342 Personnel Technician	\$20.76	\$21.79	\$22.88	\$24.03	\$25.23	\$26.49
360 Executive Assistant II	\$21.38	\$22.44	\$23.57	\$24.74	\$25.98	\$27.28
349 Legal Assistant	\$22.59	\$23.71	\$24.90	\$26.15	\$27.45	\$28.82

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION
SUPERVISORY/CONFIDENTIAL UNIT
EXHIBIT "A-3"**

NON-EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND HOURLY WAGE RATES

Effective: July 10, 2022

Classification	Hourly Wage Rate - Salary Step					
	1	2	3	4	5	6
398 Clerk I	\$14.28	\$15.00	\$15.75	\$16.54	\$17.36	\$18.23
397 Clerk II	\$15.80	\$16.59	\$17.42	\$18.29	\$19.21	\$20.17
393 Account Clerk I	\$16.07	\$16.88	\$17.72	\$18.61	\$19.54	\$20.52
390 Administrative Assistant I	\$17.33	\$18.19	\$19.10	\$20.06	\$21.06	\$22.12
373 Clerk III	\$17.33	\$18.19	\$19.10	\$20.06	\$21.06	\$22.12
370 Account Clerk II	\$17.76	\$18.65	\$19.58	\$20.56	\$21.59	\$22.67
377 Administrative Assistant II	\$19.03	\$19.98	\$20.98	\$22.03	\$23.13	\$24.29
379 Payroll and Benefits Technician	\$19.11	\$20.07	\$21.07	\$22.12	\$23.23	\$24.39
364 Executive Assistant I	\$20.89	\$21.93	\$23.03	\$24.18	\$25.39	\$26.66
350 Legal Secretary	\$20.96	\$22.01	\$23.11	\$24.27	\$25.48	\$26.76
342 Personnel Technician	\$21.17	\$22.23	\$23.34	\$24.51	\$25.73	\$27.02
360 Executive Assistant II	\$21.80	\$22.89	\$24.04	\$25.24	\$26.50	\$27.83
349 Legal Assistant	\$23.04	\$24.19	\$25.40	\$26.67	\$28.00	\$29.40

** Effective January 1, 2022, the minimum wage will be \$15.00 per hour.

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION
SUPERVISORY/CONFIDENTIAL UNIT
EXHIBIT "A-4"**

NON-EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND HOURLY WAGE RATES

Effective: July 09, 2023

Classification	Hourly Wage Rate - Salary Step					
	1	2	3	4	5	6
398 Clerk I	\$14.43	\$15.15	\$15.91	\$16.70	\$17.54	\$18.41
397 Clerk II	\$15.96	\$16.76	\$17.60	\$18.48	\$19.40	\$20.37
393 Account Clerk I	\$16.23	\$17.05	\$17.90	\$18.79	\$19.73	\$20.72
390 Administrative Assistant I	\$17.50	\$18.38	\$19.30	\$20.26	\$21.27	\$22.34
373 Clerk III	\$17.50	\$18.38	\$19.30	\$20.26	\$21.27	\$22.34
370 Account Clerk II	\$17.94	\$18.83	\$19.78	\$20.76	\$21.80	\$22.89
377 Administrative Assistant II	\$19.22	\$20.18	\$21.19	\$22.25	\$23.36	\$24.53
379 Payroll and Benefits Technician	\$19.30	\$20.27	\$21.28	\$22.34	\$23.46	\$24.63
364 Executive Assistant I	\$21.10	\$22.15	\$23.26	\$24.42	\$25.65	\$26.93
350 Legal Secretary	\$21.17	\$22.23	\$23.34	\$24.51	\$25.74	\$27.02
342 Personnel Technician	\$21.38	\$22.45	\$23.57	\$24.75	\$25.99	\$27.29
360 Executive Assistant II	\$22.02	\$23.12	\$24.28	\$25.49	\$26.77	\$28.11
349 Legal Assistant	\$23.27	\$24.43	\$25.65	\$26.93	\$28.28	\$29.70

** Effective January 1, 2022, the minimum wage will be \$15.00 per hour.

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

REDDING INDEPENDENT EMPLOYEES ORGANIZATION
SUPERVISORY/CONFIDENTIAL UNIT
EXHIBIT "A-0"
NON-EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND HOURLY WAGE RATES
CalPERS/PARS RETIREMENT ENHANCEMENT
 Effective: December 20, 2015

Classification	Hourly Wage Rate - Salary Step					
	1	2	3	4	5	6
951 Personnel Technician	\$19.48	\$20.45	\$21.48	\$22.55	\$23.68	\$24.86

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION
 SUPERVISORY/CONFIDENTIAL UNIT
 EXHIBIT "A-1"
 NON-EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND HOURLY WAGE RATES
 CalPERS/PARS RETIREMENT ENHANCEMENT
 Effective: July 12, 2020**

Classification	Hourly Wage Rate - Salary Step					
	1	2	3	4	5	6
951 Personnel Technician	\$19.77	\$20.76	\$21.80	\$22.89	\$24.03	\$25.23

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION
 SUPERVISORY/CONFIDENTIAL UNIT
 EXHIBIT "A-2"
 NON-EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND HOURLY WAGE RATES
 CalPERS/PARS RETIREMENT ENHANCEMENT
 Effective: July 11, 2021**

Classification	Hourly Wage Rate - Salary Step					
	1	2	3	4	5	6
951 Personnel Technician	\$20.07	\$21.07	\$22.13	\$23.23	\$24.39	\$25.61

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION
 SUPERVISORY/CONFIDENTIAL UNIT
 EXHIBIT "A-3"
 NON-EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND HOURLY WAGE RATES
 CalPERS/PARS RETIREMENT ENHANCEMENT
 Effective: July 10, 2022**

Classification	Hourly Wage Rate - Salary Step					
	1	2	3	4	5	6
951 Personnel Technician	\$20.47	\$21.49	\$22.57	\$23.70	\$24.88	\$26.13

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION
 SUPERVISORY/CONFIDENTIAL UNIT
 EXHIBIT "A-4"
 NON-EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND HOURLY WAGE RATES
 CalPERS/PARS RETIREMENT ENHANCEMENT
 Effective: July 09, 2023**

Classification	Hourly Wage Rate - Salary Step					
	1	2	3	4	5	6
951 Personnel Technician	\$20.67	\$21.71	\$22.79	\$23.93	\$25.13	\$26.39

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

REDDING INDEPENDENT EMPLOYEES ORGANIZATION
SUPERVISORY/CONFIDENTIAL UNIT
EXHIBIT "B-0"
EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND SALARY RANGES
Effective: March 6, 2018 *

Classification	Monthly Salary Rates - Salary Steps							
	1	2	3	4	5	6	7	8
216 City Surveyor	\$6,539	\$6,866	\$7,209	\$7,570	\$7,948	\$8,346	\$8,763	\$9,201
124 Project Coordinator	\$6,539	\$6,866	\$7,209	\$7,570	\$7,948	\$8,346	\$8,763	\$9,201
221 Permit Center Supervisor	\$6,134	\$6,441	\$6,763	\$7,101	\$7,456	\$7,829	\$8,220	\$8,631
222 Development Services Supervisor	\$6,134	\$6,441	\$6,763	\$7,101	\$7,456	\$7,829	\$8,220	\$8,631
183 Public Works Supervisor - Water	\$5,938	\$6,235	\$6,546	\$6,874	\$7,217	\$7,578	\$7,957	\$8,355
596 P/W Supervisor Wastewater-Grade V	\$5,828	\$6,120	\$6,426	\$6,747	\$7,084	\$7,438	\$7,810	\$8,201
597 P/W Supervisor Wastewater-Grade IV	\$5,696	\$5,981	\$6,280	\$6,594	\$6,923	\$7,269	\$7,633	\$8,014
176 Information Technology Supervisor	\$5,530	\$5,807	\$6,097	\$6,402	\$6,722	\$7,058	\$7,411	\$7,781
153 Telecommunications Manager	\$5,530	\$5,807	\$6,097	\$6,402	\$6,722	\$7,058	\$7,411	\$7,781
173 Housing Program Supervisor	\$5,384	\$5,654	\$5,936	\$6,233	\$6,545	\$6,872	\$7,216	\$7,576
168 Public Works Supervisor	\$5,298	\$5,563	\$5,841	\$6,133	\$6,440	\$6,762	\$7,100	\$7,455
211 Code Enforcement Supervisor	\$5,281	\$5,545	\$5,822	\$6,113	\$6,419	\$6,740	\$7,077	\$7,430
161 Inspection Services Supervisor	\$5,281	\$5,545	\$5,822	\$6,113	\$6,419	\$6,740	\$7,077	\$7,430
171 Senior Accountant	\$5,211	\$5,471	\$5,745	\$6,032	\$6,334	\$6,650	\$6,983	\$7,332
196 Database Administrator	\$5,162	\$5,420	\$5,691	\$5,975	\$6,274	\$6,588	\$6,917	\$7,263
142 Network Administrator	\$5,162	\$5,420	\$5,691	\$5,975	\$6,274	\$6,588	\$6,917	\$7,263
143 Systems Administrator	\$5,162	\$5,420	\$5,691	\$5,975	\$6,274	\$6,588	\$6,917	\$7,263
144 Technical Services Supervisor	\$5,162	\$5,420	\$5,691	\$5,975	\$6,274	\$6,588	\$6,917	\$7,263
598 Wastewater Compliance Coordinator	\$5,133	\$5,389	\$5,659	\$5,942	\$6,239	\$6,551	\$6,878	\$7,222
174 Systems Analyst/Programmer III	\$5,025	\$5,276	\$5,540	\$5,817	\$6,108	\$6,413	\$6,734	\$7,070
170 Water Conservation Specialist	\$4,937	\$5,184	\$5,444	\$5,716	\$6,001	\$6,302	\$6,617	\$6,947
149 Water Systems Specialist (D3/D4)	\$4,937	\$5,184	\$5,444	\$5,716	\$6,001	\$6,302	\$6,617	\$6,947
147 Utility Field Services Supervisor	\$4,868	\$5,112	\$5,367	\$5,636	\$5,918	\$6,213	\$6,524	\$6,850
160 Facility Supervisor	\$4,868	\$5,112	\$5,367	\$5,636	\$5,918	\$6,213	\$6,524	\$6,850
157 Fleet Shop Supervisor	\$4,868	\$5,112	\$5,367	\$5,636	\$5,918	\$6,213	\$6,524	\$6,850
187 Assistant City Clerk	\$4,846	\$5,088	\$5,342	\$5,610	\$5,890	\$6,185	\$6,494	\$6,818
188 Deputy City Treasurer	\$4,846	\$5,088	\$5,342	\$5,610	\$5,890	\$6,185	\$6,494	\$6,818
145 NPDES Coordinator	\$4,616	\$4,847	\$5,090	\$5,344	\$5,611	\$5,892	\$6,186	\$6,496
232 Management Analyst II	\$4,583	\$4,812	\$5,053	\$5,305	\$5,570	\$5,849	\$6,141	\$6,448
229 Systems Analyst/Programmer II	\$4,583	\$4,812	\$5,053	\$5,305	\$5,570	\$5,849	\$6,141	\$6,448
235 Crime Analyst	\$4,577	\$4,806	\$5,047	\$5,299	\$5,564	\$5,842	\$6,134	\$6,441
215 Personnel Analyst II	\$4,577	\$4,806	\$5,047	\$5,299	\$5,564	\$5,842	\$6,134	\$6,441
237 Customer Service Supervisor	\$4,559	\$4,787	\$5,026	\$5,278	\$5,542	\$5,819	\$6,110	\$6,415
213 Engineering Technician III	\$4,540	\$4,767	\$5,005	\$5,255	\$5,518	\$5,794	\$6,084	\$6,388
210 Senior Housing Specialist	\$4,530	\$4,756	\$4,994	\$5,244	\$5,506	\$5,781	\$6,070	\$6,374
186 Police Services Supervisor	\$4,174	\$4,383	\$4,602	\$4,832	\$5,074	\$5,327	\$5,594	\$5,873

Classification	Monthly Salary Rates - Salary Steps							
	1	2	3	4	5	6	7	8
228 Systems Analyst/Programmer I	\$4,127	\$4,334	\$4,550	\$4,778	\$5,017	\$5,267	\$5,531	\$5,807
224 Recreation Supervisor II	\$4,101	\$4,306	\$4,522	\$4,748	\$4,985	\$5,234	\$5,496	\$5,771
217 Workflow Coordinator	\$4,000	\$4,200	\$4,410	\$4,630	\$4,862	\$5,105	\$5,360	\$5,628
214 Personnel Analyst I	\$3,971	\$4,170	\$4,378	\$4,597	\$4,827	\$5,068	\$5,322	\$5,588
193 Recreation Supervisor I	\$3,776	\$3,964	\$4,163	\$4,371	\$4,589	\$4,819	\$5,060	\$5,313
242 Box Office Supervisor	\$3,757	\$3,945	\$4,142	\$4,349	\$4,566	\$4,795	\$5,034	\$5,286
241 Office Services Supervisor	\$3,722	\$3,908	\$4,103	\$4,308	\$4,524	\$4,750	\$4,987	\$5,237
250 Executive Assistant to Assistant City Manager	\$3,722	\$3,908	\$4,103	\$4,308	\$4,524	\$4,750	\$4,987	\$5,237

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

* Revised salary schedule reflects Unit Mod to UPEC.

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION
SUPERVISORY/CONFIDENTIAL UNIT
EXHIBIT "B-1"**

EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND SALARY RANGES

Effective: July 12, 2020

Monthly Salary Rates - Salary Steps

Classification	1	2	3	4	5	6	7	8
216 City Surveyor	\$6,637	\$6,969	\$7,318	\$7,683	\$8,068	\$8,471	\$8,895	\$9,339
124 Project Coordinator	\$6,637	\$6,969	\$7,318	\$7,683	\$8,068	\$8,471	\$8,895	\$9,339
221 Permit Center Supervisor	\$6,226	\$6,538	\$6,864	\$7,208	\$7,568	\$7,946	\$8,344	\$8,761
222 Development Services Supervisor	\$6,226	\$6,538	\$6,864	\$7,208	\$7,568	\$7,946	\$8,344	\$8,761
183 Public Works Supervisor - Water	\$6,027	\$6,328	\$6,644	\$6,977	\$7,326	\$7,692	\$8,076	\$8,480
596 P/W Supervisor Wastewater-Grade V	\$5,916	\$6,211	\$6,522	\$6,848	\$7,190	\$7,550	\$7,927	\$8,324
597 P/W Supervisor Wastewater-Grade IV	\$5,781	\$6,070	\$6,374	\$6,692	\$7,027	\$7,378	\$7,747	\$8,135
176 Information Technology Supervisor	\$5,613	\$5,894	\$6,188	\$6,498	\$6,823	\$7,164	\$7,522	\$7,898
153 Telecommunications Manager	\$5,613	\$5,894	\$6,188	\$6,498	\$6,823	\$7,164	\$7,522	\$7,898
173 Housing Program Supervisor	\$5,465	\$5,738	\$6,025	\$6,327	\$6,643	\$6,975	\$7,324	\$7,690
168 Public Works Supervisor	\$5,378	\$5,647	\$5,929	\$6,226	\$6,537	\$6,864	\$7,207	\$7,567
211 Code Enforcement Supervisor	\$5,360	\$5,628	\$5,909	\$6,205	\$6,515	\$6,841	\$7,183	\$7,542
161 Inspection Services Supervisor	\$5,360	\$5,628	\$5,909	\$6,205	\$6,515	\$6,841	\$7,183	\$7,542
171 Senior Accountant	\$5,289	\$5,553	\$5,831	\$6,123	\$6,429	\$6,750	\$7,088	\$7,442
196 Database Administrator	\$5,239	\$5,501	\$5,776	\$6,065	\$6,368	\$6,687	\$7,021	\$7,372
142 Network Administrator	\$5,239	\$5,501	\$5,776	\$6,065	\$6,368	\$6,687	\$7,021	\$7,372
143 Systems Administrator	\$5,239	\$5,501	\$5,776	\$6,065	\$6,368	\$6,687	\$7,021	\$7,372
144 Technical Services Supervisor	\$5,239	\$5,501	\$5,776	\$6,065	\$6,368	\$6,687	\$7,021	\$7,372
598 Wastewater Compliance Coordinator	\$5,210	\$5,470	\$5,744	\$6,031	\$6,333	\$6,649	\$6,982	\$7,331
174 Systems Analyst/Programmer III	\$5,100	\$5,355	\$5,623	\$5,904	\$6,199	\$6,509	\$6,835	\$7,176
170 Water Conservation Specialist	\$5,011	\$5,262	\$5,525	\$5,801	\$6,091	\$6,396	\$6,716	\$7,052
149 Water Systems Specialist (D3/D4)	\$5,011	\$5,262	\$5,525	\$5,801	\$6,091	\$6,396	\$6,716	\$7,052
147 Utility Field Services Supervisor	\$4,941	\$5,188	\$5,448	\$5,720	\$6,006	\$6,307	\$6,622	\$6,953
160 Facility Supervisor	\$4,941	\$5,188	\$5,448	\$5,720	\$6,006	\$6,307	\$6,622	\$6,953
157 Fleet Shop Supervisor	\$4,941	\$5,188	\$5,448	\$5,720	\$6,006	\$6,307	\$6,622	\$6,953
187 Assistant City Clerk	\$4,918	\$5,164	\$5,423	\$5,694	\$5,978	\$6,277	\$6,591	\$6,921
188 Deputy City Treasurer	\$4,918	\$5,164	\$5,423	\$5,694	\$5,978	\$6,277	\$6,591	\$6,921
145 NPDES Coordinator	\$4,686	\$4,920	\$5,166	\$5,424	\$5,695	\$5,980	\$6,279	\$6,593
232 Management Analyst II	\$4,652	\$4,884	\$5,128	\$5,385	\$5,654	\$5,937	\$6,234	\$6,545
229 Systems Analyst/Programmer II	\$4,652	\$4,884	\$5,128	\$5,385	\$5,654	\$5,937	\$6,234	\$6,545
235 Crime Analyst	\$4,646	\$4,878	\$5,122	\$5,378	\$5,647	\$5,930	\$6,226	\$6,538
215 Personnel Analyst II	\$4,646	\$4,878	\$5,122	\$5,378	\$5,647	\$5,930	\$6,226	\$6,538
237 Customer Service Supervisor	\$4,627	\$4,859	\$5,102	\$5,357	\$5,625	\$5,906	\$6,201	\$6,511
213 Engineering Technician III	\$4,608	\$4,838	\$5,080	\$5,334	\$5,601	\$5,881	\$6,175	\$6,484
210 Senior Housing Specialist	\$4,598	\$4,827	\$5,069	\$5,322	\$5,588	\$5,868	\$6,161	\$6,469
186 Police Services Supervisor	\$4,237	\$4,448	\$4,671	\$4,904	\$5,150	\$5,407	\$5,677	\$5,961

Classification	Monthly Salary Rates - Salary Steps							
	1	2	3	4	5	6	7	8
228 Systems Analyst/Programmer I	\$4,189	\$4,399	\$4,618	\$4,849	\$5,092	\$5,346	\$5,614	\$5,894
224 Recreation Supervisor II	\$4,163	\$4,371	\$4,589	\$4,819	\$5,060	\$5,313	\$5,578	\$5,857
217 Workflow Coordinator	\$4,060	\$4,263	\$4,476	\$4,700	\$4,935	\$5,182	\$5,441	\$5,713
214 Personnel Analyst I	\$4,031	\$4,232	\$4,444	\$4,666	\$4,899	\$5,144	\$5,402	\$5,672
193 Recreation Supervisor I	\$3,832	\$4,024	\$4,225	\$4,436	\$4,658	\$4,891	\$5,136	\$5,392
242 Box Office Supervisor	\$3,813	\$4,004	\$4,204	\$4,414	\$4,635	\$4,867	\$5,110	\$5,366
241 Office Services Supervisor	\$3,777	\$3,966	\$4,165	\$4,373	\$4,592	\$4,821	\$5,062	\$5,315
250 Executive Assistant to Assistant City Manager	\$3,777	\$3,966	\$4,165	\$4,373	\$4,592	\$4,821	\$5,062	\$5,315

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

* Revised salary schedule reflects Unit Mod to UPEC.

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION
SUPERVISORY/CONFIDENTIAL UNIT
EXHIBIT "B-2"**

EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND SALARY RANGES

Effective: July 11, 2021

Monthly Salary Rates - Salary Steps

Classification	1	2	3	4	5	6	7	8
216 City Surveyor	\$6,737	\$7,074	\$7,427	\$7,799	\$8,189	\$8,598	\$9,028	\$9,479
124 Project Coordinator	\$6,737	\$7,074	\$7,427	\$7,799	\$8,189	\$8,598	\$9,028	\$9,479
221 Permit Center Supervisor	\$6,320	\$6,636	\$6,967	\$7,316	\$7,682	\$8,066	\$8,469	\$8,892
222 Development Services Supervisor	\$6,320	\$6,636	\$6,967	\$7,316	\$7,682	\$8,066	\$8,469	\$8,892
183 Public Works Supervisor - Water	\$6,117	\$6,423	\$6,744	\$7,081	\$7,435	\$7,807	\$8,198	\$8,607
596 P/W Supervisor Wastewater-Grade V	\$6,004	\$6,305	\$6,620	\$6,951	\$7,298	\$7,663	\$8,046	\$8,449
597 P/W Supervisor Wastewater-Grade IV	\$5,868	\$6,161	\$6,469	\$6,793	\$7,132	\$7,489	\$7,864	\$8,257
176 Information Technology Supervisor	\$5,697	\$5,982	\$6,281	\$6,595	\$6,925	\$7,271	\$7,635	\$8,016
153 Telecommunications Manager	\$5,697	\$5,982	\$6,281	\$6,595	\$6,925	\$7,271	\$7,635	\$8,016
173 Housing Program Supervisor	\$5,547	\$5,825	\$6,116	\$6,422	\$6,743	\$7,080	\$7,434	\$7,805
168 Public Works Supervisor	\$5,458	\$5,731	\$6,018	\$6,319	\$6,635	\$6,967	\$7,315	\$7,681
211 Code Enforcement Supervisor	\$5,440	\$5,712	\$5,998	\$6,298	\$6,613	\$6,943	\$7,290	\$7,655
161 Inspection Services Supervisor	\$5,440	\$5,712	\$5,998	\$6,298	\$6,613	\$6,943	\$7,290	\$7,655
171 Senior Accountant	\$5,368	\$5,637	\$5,919	\$6,214	\$6,525	\$6,851	\$7,194	\$7,554
196 Database Administrator	\$5,318	\$5,584	\$5,863	\$6,156	\$6,464	\$6,787	\$7,126	\$7,483
142 Network Administrator	\$5,318	\$5,584	\$5,863	\$6,156	\$6,464	\$6,787	\$7,126	\$7,483
143 Systems Administrator	\$5,318	\$5,584	\$5,863	\$6,156	\$6,464	\$6,787	\$7,126	\$7,483
144 Technical Services Supervisor	\$5,318	\$5,584	\$5,863	\$6,156	\$6,464	\$6,787	\$7,126	\$7,483
598 Wastewater Compliance Coordinator	\$5,288	\$5,552	\$5,830	\$6,121	\$6,427	\$6,749	\$7,086	\$7,441
174 Systems Analyst/Programmer III	\$5,177	\$5,435	\$5,707	\$5,993	\$6,292	\$6,607	\$6,937	\$7,284
170 Water Conservation Specialist	\$5,087	\$5,341	\$5,608	\$5,888	\$6,183	\$6,492	\$6,817	\$7,157
149 Water Systems Specialist (D3/D4)	\$5,087	\$5,341	\$5,608	\$5,888	\$6,183	\$6,492	\$6,817	\$7,157
147 Utility Field Services Supervisor	\$5,016	\$5,266	\$5,530	\$5,806	\$6,096	\$6,401	\$6,721	\$7,057
160 Facility Supervisor	\$5,016	\$5,266	\$5,530	\$5,806	\$6,096	\$6,401	\$6,721	\$7,057
157 Fleet Shop Supervisor	\$5,016	\$5,266	\$5,530	\$5,806	\$6,096	\$6,401	\$6,721	\$7,057
187 Assistant City Clerk	\$4,992	\$5,242	\$5,504	\$5,779	\$6,068	\$6,371	\$6,690	\$7,025
188 Deputy City Treasurer	\$4,992	\$5,242	\$5,504	\$5,779	\$6,068	\$6,371	\$6,690	\$7,025
145 NPDES Coordinator	\$4,756	\$4,994	\$5,243	\$5,505	\$5,781	\$6,070	\$6,373	\$6,692
232 Management Analyst II	\$4,721	\$4,957	\$5,205	\$5,466	\$5,739	\$6,026	\$6,327	\$6,643
229 Systems Analyst/Programmer II	\$4,721	\$4,957	\$5,205	\$5,466	\$5,739	\$6,026	\$6,327	\$6,643
235 Crime Analyst	\$4,716	\$4,952	\$5,199	\$5,459	\$5,732	\$6,019	\$6,320	\$6,636
215 Personnel Analyst II	\$4,716	\$4,952	\$5,199	\$5,459	\$5,732	\$6,019	\$6,320	\$6,636
237 Customer Service Supervisor	\$4,697	\$4,932	\$5,178	\$5,437	\$5,709	\$5,995	\$6,294	\$6,609
213 Engineering Technician III	\$4,677	\$4,911	\$5,156	\$5,414	\$5,685	\$5,969	\$6,268	\$6,581
210 Senior Housing Specialist	\$4,667	\$4,900	\$5,145	\$5,402	\$5,672	\$5,956	\$6,254	\$6,566
186 Police Services Supervisor	\$4,300	\$4,515	\$4,741	\$4,978	\$5,227	\$5,488	\$5,763	\$6,051

Classification	Monthly Salary Rates - Salary Steps							
	1	2	3	4	5	6	7	8
228 Systems Analyst/Programmer I	\$4,252	\$4,465	\$4,688	\$4,922	\$5,168	\$5,427	\$5,698	\$5,983
224 Recreation Supervisor II	\$4,225	\$4,436	\$4,658	\$4,891	\$5,136	\$5,392	\$5,662	\$5,945
217 Workflow Coordinator	\$4,121	\$4,327	\$4,543	\$4,770	\$5,009	\$5,259	\$5,522	\$5,799
214 Personnel Analyst I	\$4,091	\$4,296	\$4,511	\$4,736	\$4,973	\$5,222	\$5,483	\$5,757
193 Recreation Supervisor I	\$3,890	\$4,084	\$4,288	\$4,503	\$4,728	\$4,964	\$5,213	\$5,473
242 Box Office Supervisor	\$3,870	\$4,064	\$4,267	\$4,480	\$4,704	\$4,940	\$5,187	\$5,446
241 Office Services Supervisor	\$3,834	\$4,026	\$4,227	\$4,438	\$4,660	\$4,893	\$5,138	\$5,395
250 Executive Assistant to Assistant City Manager	\$3,834	\$4,026	\$4,227	\$4,438	\$4,660	\$4,893	\$5,138	\$5,395

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

* Revised salary schedule reflects Unit Mod to UPEC.

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION
SUPERVISORY/CONFIDENTIAL UNIT
EXHIBIT "B-3"**

EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND SALARY RANGES

Effective: July 10, 2022

Monthly Salary Rates - Salary Steps

Classification	1	2	3	4	5	6	7	8
216 City Surveyor	\$6,872	\$7,215	\$7,576	\$7,955	\$8,352	\$8,770	\$9,209	\$9,669
124 Project Coordinator	\$6,872	\$7,215	\$7,576	\$7,955	\$8,352	\$8,770	\$9,209	\$9,669
221 Permit Center Supervisor	\$6,446	\$6,768	\$7,107	\$7,462	\$7,835	\$8,227	\$8,638	\$9,070
222 Development Services Supervisor	\$6,446	\$6,768	\$7,107	\$7,462	\$7,835	\$8,227	\$8,638	\$9,070
183 Public Works Supervisor - Water	\$6,239	\$6,551	\$6,879	\$7,223	\$7,584	\$7,963	\$8,362	\$8,780
596 P/W Supervisor Wastewater-Grade V	\$6,124	\$6,431	\$6,752	\$7,090	\$7,444	\$7,816	\$8,207	\$8,618
597 P/W Supervisor Wastewater-Grade IV	\$5,985	\$6,284	\$6,599	\$6,929	\$7,275	\$7,639	\$8,021	\$8,422
176 Information Technology Supervisor	\$5,811	\$6,102	\$6,407	\$6,727	\$7,063	\$7,417	\$7,787	\$8,177
153 Telecommunications Manager	\$5,811	\$6,102	\$6,407	\$6,727	\$7,063	\$7,417	\$7,787	\$8,177
173 Housing Program Supervisor	\$5,658	\$5,941	\$6,238	\$6,550	\$6,877	\$7,221	\$7,582	\$7,962
168 Public Works Supervisor	\$5,568	\$5,846	\$6,138	\$6,445	\$6,768	\$7,106	\$7,461	\$7,834
211 Code Enforcement Supervisor	\$5,549	\$5,826	\$6,118	\$6,424	\$6,745	\$7,082	\$7,436	\$7,808
161 Inspection Services Supervisor	\$5,549	\$5,826	\$6,118	\$6,424	\$6,745	\$7,082	\$7,436	\$7,808
171 Senior Accountant	\$5,476	\$5,749	\$6,037	\$6,339	\$6,656	\$6,988	\$7,338	\$7,705
196 Database Administrator	\$5,424	\$5,695	\$5,980	\$6,279	\$6,593	\$6,923	\$7,269	\$7,632
142 Network Administrator	\$5,424	\$5,695	\$5,980	\$6,279	\$6,593	\$6,923	\$7,269	\$7,632
143 Systems Administrator	\$5,424	\$5,695	\$5,980	\$6,279	\$6,593	\$6,923	\$7,269	\$7,632
144 Technical Services Supervisor	\$5,424	\$5,695	\$5,980	\$6,279	\$6,593	\$6,923	\$7,269	\$7,632
598 Wastewater Compliance Coordinator	\$5,394	\$5,663	\$5,947	\$6,244	\$6,556	\$6,884	\$7,228	\$7,589
174 Systems Analyst/Programmer III	\$5,280	\$5,544	\$5,821	\$6,112	\$6,418	\$6,739	\$7,076	\$7,430
170 Water Conservation Specialist	\$5,188	\$5,448	\$5,720	\$6,006	\$6,307	\$6,622	\$6,953	\$7,301
149 Water Systems Specialist (D3/D4)	\$5,188	\$5,448	\$5,720	\$6,006	\$6,307	\$6,622	\$6,953	\$7,301
147 Utility Field Services Supervisor	\$5,116	\$5,372	\$5,640	\$5,922	\$6,218	\$6,529	\$6,856	\$7,198
160 Facility Supervisor	\$5,116	\$5,372	\$5,640	\$5,922	\$6,218	\$6,529	\$6,856	\$7,198
157 Fleet Shop Supervisor	\$5,116	\$5,372	\$5,640	\$5,922	\$6,218	\$6,529	\$6,856	\$7,198
187 Assistant City Clerk	\$5,092	\$5,347	\$5,614	\$5,895	\$6,189	\$6,499	\$6,824	\$7,165
188 Deputy City Treasurer	\$5,092	\$5,347	\$5,614	\$5,895	\$6,189	\$6,499	\$6,824	\$7,165
145 NPDES Coordinator	\$4,851	\$5,094	\$5,348	\$5,616	\$5,896	\$6,191	\$6,501	\$6,826
232 Management Analyst II	\$4,816	\$5,057	\$5,309	\$5,575	\$5,854	\$6,146	\$6,454	\$6,776
229 Systems Analyst/Programmer II	\$4,816	\$5,057	\$5,309	\$5,575	\$5,854	\$6,146	\$6,454	\$6,776
235 Crime Analyst	\$4,810	\$5,051	\$5,303	\$5,568	\$5,847	\$6,139	\$6,446	\$6,768
215 Personnel Analyst II	\$4,810	\$5,051	\$5,303	\$5,568	\$5,847	\$6,139	\$6,446	\$6,768
237 Customer Service Supervisor	\$4,791	\$5,030	\$5,282	\$5,546	\$5,823	\$6,114	\$6,420	\$6,741
213 Engineering Technician III	\$4,770	\$5,009	\$5,259	\$5,522	\$5,799	\$6,088	\$6,393	\$6,713
210 Senior Housing Specialist	\$4,760	\$4,998	\$5,248	\$5,510	\$5,786	\$6,075	\$6,379	\$6,698
186 Police Services Supervisor	\$4,386	\$4,605	\$4,836	\$5,078	\$5,331	\$5,598	\$5,878	\$6,172

Classification	Monthly Salary Rates - Salary Steps							
	1	2	3	4	5	6	7	8
228 Systems Analyst/Programmer I	\$4,337	\$4,554	\$4,782	\$5,021	\$5,272	\$5,535	\$5,812	\$6,103
224 Recreation Supervisor II	\$4,310	\$4,525	\$4,751	\$4,989	\$5,238	\$5,500	\$5,775	\$6,064
217 Workflow Coordinator	\$4,203	\$4,413	\$4,634	\$4,866	\$5,109	\$5,365	\$5,633	\$5,914
214 Personnel Analyst I	\$4,173	\$4,382	\$4,601	\$4,831	\$5,072	\$5,326	\$5,592	\$5,872
193 Recreation Supervisor I	\$3,967	\$4,166	\$4,374	\$4,593	\$4,822	\$5,064	\$5,317	\$5,583
242 Box Office Supervisor	\$3,948	\$4,145	\$4,352	\$4,570	\$4,799	\$5,038	\$5,290	\$5,555
241 Office Services Supervisor	\$3,911	\$4,106	\$4,312	\$4,527	\$4,754	\$4,991	\$5,241	\$5,503
250 Executive Assistant to Assistant City Manager	\$3,911	\$4,106	\$4,312	\$4,527	\$4,754	\$4,991	\$5,241	\$5,503

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

* Revised salary schedule reflects Unit Mod to UPEC.

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION
SUPERVISORY/CONFIDENTIAL UNIT
EXHIBIT "B-4"**

EXEMPT EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND SALARY RANGES

Effective: July 09, 2023

Classification	Monthly Salary Rates - Salary Steps							
	1	2	3	4	5	6	7	8
216 City Surveyor	\$6,940	\$7,287	\$7,652	\$8,034	\$8,436	\$8,858	\$9,301	\$9,766
124 Project Coordinator	\$6,940	\$7,287	\$7,652	\$8,034	\$8,436	\$8,858	\$9,301	\$9,766
221 Permit Center Supervisor	\$6,510	\$6,836	\$7,178	\$7,537	\$7,914	\$8,309	\$8,725	\$9,161
222 Development Services Supervisor	\$6,510	\$6,836	\$7,178	\$7,537	\$7,914	\$8,309	\$8,725	\$9,161
183 Public Works Supervisor - Water	\$6,302	\$6,617	\$6,948	\$7,295	\$7,660	\$8,043	\$8,445	\$8,867
596 P/W Supervisor Wastewater-Grade V	\$6,186	\$6,495	\$6,820	\$7,161	\$7,519	\$7,895	\$8,289	\$8,704
597 P/W Supervisor Wastewater-Grade IV	\$6,045	\$6,347	\$6,665	\$6,998	\$7,348	\$7,715	\$8,101	\$8,506
176 Information Technology Supervisor	\$5,869	\$6,163	\$6,471	\$6,794	\$7,134	\$7,491	\$7,865	\$8,259
153 Telecommunications Manager	\$5,869	\$6,163	\$6,471	\$6,794	\$7,134	\$7,491	\$7,865	\$8,259
173 Housing Program Supervisor	\$5,715	\$6,000	\$6,300	\$6,615	\$6,946	\$7,294	\$7,658	\$8,041
168 Public Works Supervisor	\$5,623	\$5,905	\$6,200	\$6,510	\$6,835	\$7,177	\$7,536	\$7,913
211 Code Enforcement Supervisor	\$5,605	\$5,885	\$6,179	\$6,488	\$6,812	\$7,153	\$7,511	\$7,886
161 Inspection Services Supervisor	\$5,605	\$5,885	\$6,179	\$6,488	\$6,812	\$7,153	\$7,511	\$7,886
171 Senior Accountant	\$5,530	\$5,807	\$6,097	\$6,402	\$6,722	\$7,058	\$7,411	\$7,782
196 Database Administrator	\$5,478	\$5,752	\$6,040	\$6,342	\$6,659	\$6,992	\$7,342	\$7,709
142 Network Administrator	\$5,478	\$5,752	\$6,040	\$6,342	\$6,659	\$6,992	\$7,342	\$7,709
143 Systems Administrator	\$5,478	\$5,752	\$6,040	\$6,342	\$6,659	\$6,992	\$7,342	\$7,709
144 Technical Services Supervisor	\$5,478	\$5,752	\$6,040	\$6,342	\$6,659	\$6,992	\$7,342	\$7,709
598 Wastewater Compliance Coordinator	\$5,448	\$5,720	\$6,006	\$6,306	\$6,622	\$6,953	\$7,300	\$7,665
174 Systems Analyst/Programmer III	\$5,333	\$5,600	\$5,880	\$6,174	\$6,482	\$6,806	\$7,147	\$7,504
170 Water Conservation Specialist	\$5,240	\$5,502	\$5,777	\$6,066	\$6,370	\$6,688	\$7,022	\$7,374
149 Water Systems Specialist (D3/D4)	\$5,240	\$5,502	\$5,777	\$6,066	\$6,370	\$6,688	\$7,022	\$7,374
147 Utility Field Services Supervisor	\$5,167	\$5,425	\$5,697	\$5,981	\$6,280	\$6,595	\$6,924	\$7,270
160 Facility Supervisor	\$5,167	\$5,425	\$5,697	\$5,981	\$6,280	\$6,595	\$6,924	\$7,270
157 Fleet Shop Supervisor	\$5,167	\$5,425	\$5,697	\$5,981	\$6,280	\$6,595	\$6,924	\$7,270
187 Assistant City Clerk	\$5,143	\$5,400	\$5,670	\$5,954	\$6,251	\$6,564	\$6,892	\$7,237
188 Deputy City Treasurer	\$5,143	\$5,400	\$5,670	\$5,954	\$6,251	\$6,564	\$6,892	\$7,237
145 NPDES Coordinator	\$4,899	\$5,144	\$5,402	\$5,672	\$5,955	\$6,253	\$6,566	\$6,894
232 Management Analyst II	\$4,864	\$5,107	\$5,362	\$5,631	\$5,912	\$6,208	\$6,518	\$6,844
229 Systems Analyst/Programmer II	\$4,864	\$5,107	\$5,362	\$5,631	\$5,912	\$6,208	\$6,518	\$6,844
235 Crime Analyst	\$4,858	\$5,101	\$5,356	\$5,624	\$5,905	\$6,200	\$6,511	\$6,836
215 Personnel Analyst II	\$4,858	\$5,101	\$5,356	\$5,624	\$5,905	\$6,200	\$6,511	\$6,836
237 Customer Service Supervisor	\$4,839	\$5,081	\$5,335	\$5,601	\$5,881	\$6,176	\$6,484	\$6,809
213 Engineering Technician III	\$4,818	\$5,059	\$5,312	\$5,578	\$5,857	\$6,149	\$6,457	\$6,780
210 Senior Housing Specialist	\$4,807	\$5,048	\$5,300	\$5,565	\$5,844	\$6,136	\$6,442	\$6,765
186 Police Services Supervisor	\$4,430	\$4,652	\$4,884	\$5,128	\$5,385	\$5,654	\$5,937	\$6,234

Classification	Monthly Salary Rates - Salary Steps							
	1	2	3	4	5	6	7	8
228 Systems Analyst/Programmer I	\$4,380	\$4,599	\$4,829	\$5,071	\$5,324	\$5,591	\$5,870	\$6,164
224 Recreation Supervisor II	\$4,353	\$4,570	\$4,799	\$5,039	\$5,291	\$5,555	\$5,833	\$6,125
217 Workflow Coordinator	\$4,245	\$4,458	\$4,680	\$4,915	\$5,160	\$5,418	\$5,689	\$5,974
214 Personnel Analyst I	\$4,215	\$4,426	\$4,647	\$4,879	\$5,123	\$5,379	\$5,648	\$5,931
193 Recreation Supervisor I	\$4,007	\$4,208	\$4,418	\$4,639	\$4,871	\$5,114	\$5,370	\$5,638
242 Box Office Supervisor	\$3,987	\$4,187	\$4,396	\$4,616	\$4,847	\$5,089	\$5,343	\$5,610
241 Office Services Supervisor	\$3,950	\$4,147	\$4,355	\$4,572	\$4,801	\$5,041	\$5,293	\$5,558
250 Executive Assistant to Assistant City Manager	\$3,950	\$4,147	\$4,355	\$4,572	\$4,801	\$5,041	\$5,293	\$5,558

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.

* Revised salary schedule reflects Unit Mod to UPEC.

EXHIBIT "C"
RIEO - LINES OF PROGRESSION

CLASSIFICATION	SAME (LATERAL) CLASSIFICATIONS	LOWER CLASSIFICATIONS
Account Clerk I		Clerk II Clerk I Cashier
Account Clerk II		Clerk III Account Clerk I Clerk II Clerk I Cashier
Accountant I		Accounting Specialist Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Accountant II		Accountant I Accounting Specialist Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Accounting Specialist		Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Administrative Assistant I	Clerk III	Clerk II Clerk I
Administrative Assistant II		Administrative Assistant I Clerk III Clerk II Clerk I
Administrative Intern		
Assistant City Clerk		Secretary to the City Manager Executive Assistant to the Assistant City Manager Executive Assistant II Executive Assistant I Administrative Assistant II Administrative Assistant I Clerk III Clerk II Clerk I
Assistant Engineer		Engineering Technician III Engineering Technician II Engineering Technician I Engineering Aid

CLASSIFICATION	SAME (LATERAL) CLASSIFICATIONS	LOWER CLASSIFICATIONS
Assistant Planner	Assistant Community Project Coordinator	
Assistant Community Project Coordinator	Assistant Planner	
Associate Civil Engineer		Assistant Engineer Engineering Technician III Engineering Technician II Engineering Technician I Engineering Aid
Associate Environmental Specialist		
Associate Planner	Associate Community Project Coordinator Transportation Planner	Assistant Community Project Coordinator Assistant Planner
Associate Community Project Coordinator	Associate Planner Transportation Planner	Assistant Community Project Coordinator Assistant Planner
Box Office Supervisor		Executive Assistant II Executive Assistant I Administrative Assistant II Administrative Assistant I Clerk III Clerk II Clerk I Cashier
Building Inspector		
Business License Specialist		Accounting Specialist Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Buyer		Account Clerk II Clerk III Account Clerk I Clerk II Clerk I
Cashier		
Clerk I		
Clerk II		Clerk I
Clerk III		Clerk II Clerk I
Code Enforcement Supervisor		Plans Examiner Senior Building Inspector Building Inspector
Computer Support Specialist I		
Computer Support Specialist II		Computer Support Specialist I
Computer Support Specialist III		Computer Support Specialist II Computer Support Specialist I
Computer/Network Technician I		Computer Support Specialist I

CLASSIFICATION	SAME (LATERAL) CLASSIFICATIONS	LOWER CLASSIFICATIONS
Computer/Network Technician II		Computer/Network Technician I Computer Support Specialist I
Computer/Network Technician III		Computer/Network Technician II Computer/Network Technician I Computer Support Specialist III Computer Support Specialist II Computer Support Specialist I
Contract Compliance Technician		Administrative Assistant II Account Clerk II Administrative Assistant I Clerk III Account Clerk I Clerk II Clerk I
Convention Sales Representative	Tourism Development Representative	
Coordinator of Volunteers		
Crime Analysis Technician		
Crime Analyst		Crime Statistician Crime Scene Technician
Crime Statistician		Crime Analysis Technician
Customer Service Representative		Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Customer Service Supervisor		Workflow Coordinator Customer Service Representative Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Data Entry Operator		
Deputy City Treasurer		Management Analyst II Management Analyst I Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Development Services Technician I		Clerk III Clerk II Clerk I
Development Services Technician II		Development Services Technician I Clerk III Clerk II Clerk I
Development Services Technician III		Development Services Technician II Development Services Technician I Clerk III Clerk II Clerk I

CLASSIFICATION	SAME (LATERAL) CLASSIFICATIONS	LOWER CLASSIFICATIONS
Energy Conservation Specialist		Energy Services Rebate Specialist
Energy Services Rebate Specialist		Clerk III Clerk II Clerk I
Engineering Aid		Junior Engineering Aid
Engineering Technician I		Engineering Aid
Engineering Technician II		Engineering Technician I Engineering Aid Junior Engineering Aid
Engineering Technician III		Engineering Technician II Engineering Technician I Engineering Aid Junior Engineering Aid
Executive Assistant I		Administrative Assistant II Administrative Assistant I Clerk III Clerk II Clerk I
Executive Assistant II		Executive Assistant I Administrative Assistant II Administrative Assistant I Clerk III Clerk II Clerk I
Executive Assistant to Assistant City Manager		Executive Assistant II Executive Assistant I Administrative Assistant II Administrative Assistant I Clerk III Clerk II Clerk I
Facility Supervisor		
Fire Prevention Specialist		
Fleet Shop Supervisor		
GIS Analyst I		
GIS Analyst II		GIS Analyst I
Graphic Designer		
Housing Program Supervisor		Housing Specialist II Housing Specialist I Housing Technician Clerk III Clerk II Clerk I
Housing Specialist I		Housing Technician Clerk III Clerk II Clerk I
Housing Specialist II		Housing Specialist I Housing Technician Clerk III Clerk II Clerk I
Housing Technician		Clerk III Clerk II Clerk I

CLASSIFICATION	SAME (LATERAL) CLASSIFICATIONS	LOWER CLASSIFICATIONS
Industrial Waste Analyst		
Information Technology Supervisor		Systems Administrator Network Administrator Systems Analyst/Programmer III Systems Analyst/Programmer II Computer Network Technician III Systems Analyst/Programmer I Computer Support Specialist III Computer Support Specialist II Computer Network Technician II Computer Network Technician I Computer Support Specialist I
Inspection Services Supervisor		Plan Check Engineer Plans Examiner Senior Building Inspector Building Inspector
Janitor		
Junior Engineering Aid		
Landscape Planning Specialist		
Legal Assistant		Executive Assistant II Legal Secretary Executive Assistant I Administrative Assistant II Administrative Assistant I Clerk III Clerk II Clerk I
Legal Secretary		Executive Assistant II Executive Assistant I Administrative Assistant II Administrative Assistant I Clerk III Clerk II Clerk I
Mail Courier		
Management Analyst I	Accountant I	Accounting Specialist Account Clerk II Clerk III Account Clerk I Clerk II Clerk I
Management Analyst II	Accountant II	Management Analyst I Accountant I Accounting Specialist Account Clerk II Clerk III Account Clerk I Clerk II Clerk I
Network Administrator	Systems Administrator	Computer/Network Technician III Computer Support Specialist III Computer Support Specialist II Computer/Network Technician II Computer/Network Technician I Computer Support Specialist I
NPDES Coordinator		

CLASSIFICATION	SAME (LATERAL) CLASSIFICATIONS	LOWER CLASSIFICATIONS
Office Services Supervisor		Executive Assistant II Executive Assistant I Administrative Assistant II Administrative Assistant I Clerk III Clerk II Clerk I
P/W Supervisor Wastewater – Grade IV		Working Supervisor - Wastewater Senior Wastewater Plant Operator Wastewater Plant Operator
P/W Supervisor Wastewater – Grade V		Public Works Supervisor Wastewater – Grade IV Working Supervisor – Wastewater Senior Wastewater Plant Operator Wastewater Plant Operator
Parking Violation Officer		
Payroll and Benefits Technician		Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Permit Center Supervisor		Senior Plan Checker Plans Examiner Senior Building Inspector Building Inspector
Personnel Analyst I		Personnel Technician Payroll & Benefits Technician Clerk III Clerk II Clerk I
Personnel Analyst II		Personnel Analyst I Personnel Technician Payroll & Benefits Technician Clerk III Clerk II Clerk I
Personnel Technician		Payroll & Benefits Technician Clerk III Clerk II Clerk I
Plan Check Engineer		Senior Plan Checker Plans Examiner Senior Building Inspector Building Inspector
Plans Examiner		Senior Building Inspector Building Inspector
Police Records Technician		Clerk III Clerk II Clerk I
Police Services Supervisor		Police Records Technician Clerk III Clerk II Clerk I

CLASSIFICATION	SAME (LATERAL) CLASSIFICATIONS	LOWER CLASSIFICATIONS
Project Coordinator		Associate Civil Engineer Assistant Engineer Engineering Technician III Engineering Technician II Engineering Technician I Engineering Aid Junior Engineering Aid
Public Works Inspector		Engineering Technician III Engineering Technician II Engineering Technician I Engineering Aid Junior Engineering Aid
Public Works Supervisor		
Public Works Supervisor – Water (Treatment)		Working Supervisor – Water Senior Water Plant Operator Water Plant Operator
Public Works Supervisor – Water (Distribution)		Water Systems Specialist D3/D4
Records Specialist		Clerk III Clerk II Clerk I
Recreation Supervisor I		
Recreation Supervisor II		Recreation Supervisor I
Reprographics Technician I		Mail Courier
Reprographics Technician II		Reprographics Technician I Mail Courier
Reprographics Technician III		Reprographics Technician II Reprographics Technician I Mail Courier
Safety Specialist		
Senior Accountant		Accountant II Accountant I Accounting Specialist Account Clerk III Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Senior Building Inspector		Building Inspector
Senior Buyer		Buyer Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Senior Fire Protection Plans Examiner		Plans Examiner Senior Building Inspector Building Inspector
Senior GIS Analyst		GIS Analyst II GIS Analyst I

CLASSIFICATION	SAME (LATERAL) CLASSIFICATIONS	LOWER CLASSIFICATIONS
Senior Housing Specialist		Housing Specialist II Housing Specialist I Housing Technician Clerk III Clerk II Clerk I
Senior Plan Checker		Plans Examiner Senior Building Inspector Building Inspector
Senior Planner	Senior Community Project Coordinator	Transportation Planner Associate Planner Associate Community Project Coordinator Assistant Planner Assistant Community Project Coordinator
Senior Community Project Coordinator	Senior Planner	Associate Community Project Coordinator Transportation Planner Associate Planner Assistant Community Project Coordinator Assistant Planner
Senior Wastewater Plant Operator – Grade III		Wastewater Plant Operator
Senior Wastewater Plant Operator – Grade V		Wastewater Plant Operator
Senior Water Plant Operator – Grade IV		Water Plant Operator
Senior Water Plant Operator – Grade V		Water Plant Operator
Stage Technician		
Student Aid		
Survey Party Chief		Engineering Technician III Public Works Inspector Engineering Technician II Engineering Technician I Engineering Aid Junior Engineering Aid
Systems Administrator	Network Administrator	Computer/Network Technician III Computer Support Specialist III Computer Support Specialist II Computer/Network Technician II Computer/Network Technician I Computer Support Specialist I
Systems Analyst/Programmer I		Computer Support Specialist III Computer Support Specialist II Computer Support Specialist I
Systems Analyst/Programmer II		Systems Analyst/Programmer I Computer Support Specialist III Computer Support Specialist II Computer Support Specialist I
Systems Analyst/Programmer III		Systems Analyst/Programmer II Systems Analyst/Programmer I Computer Support Specialist III Computer Support Specialist II Computer Support Specialist I
Technical Director		Stage Technician
Technical Intern		

CLASSIFICATION	SAME (LATERAL) CLASSIFICATIONS	LOWER CLASSIFICATIONS
Technical Services Supervisor		Customer Service Supervisor Workflow Coordinator Customer Service Representative Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Telecommunications Manager		Telecommunication Technician II Telecommunication Technician I
Telecommunications Technician I		
Telecommunications Technician II		Telecommunications Technician I
Tourism Development Representative	Convention Sales Representative	
Traffic Engineer/Planner		
Transportation Planner	Associate Planner Associate Community Project Coordinator	Assistant Planner Assistant Community Project Coordinator
Utility Field Services Supervisor		Customer Service Supervisor Workflow Coordinator Customer Service Representative Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Utility Support Technician		Clerk III Clerk II Clerk I
Wastewater Compliance Coordinator		
Wastewater Laboratory Technician		
Wastewater Plant Operator – Grade II		
Wastewater Plant Operator – Grade III		
Wastewater Plant Operator – Grade IV		
Wastewater Plant Operator-in-Training		
Water Conservation Specialist		Management Analyst II Management Analyst I Account Clerk II Clerk III Account Clerk I Clerk II Clerk I
Water Plant Operator – Grade III		
Water Plant Operator – Grade IV		
Water Plant Operator – Grade V		
Water Plant Operator-in-Training		
Water Systems Specialist (D3/D4)		

CLASSIFICATION	SAME (LATERAL) CLASSIFICATIONS	LOWER CLASSIFICATIONS
Workflow Coordinator		Customer Service Representative Account Clerk II Clerk III Account Clerk I Clerk II Clerk I Cashier
Working Supervisor – Wastewater Plant – Grade III		Senior Wastewater Plant Operator Wastewater Plant Operator
Working Supervisor – Wastewater Plant – Grade IV		Senior Wastewater Plant Operator Wastewater Plant Operator
Working Supervisor – Wastewater Plant – Grade V		Senior Wastewater Plant Operator Wastewater Plant Operator
Working Supervisor – Water Plant – Grade IV/V (D-3)		Senior Water Plant Operator Water Plant Operator
Working Supervisor – Water Plant – Grade V (D-4)		Senior Water Plant Operator Water Plant Operator

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EXHIBIT "D"
CITY OF REDDING HAZMAT RESPONSE PROGRAM
SUPERVISOR/CONFIDENTIAL UNIT

The City of Redding is required to establish procedures for handling accidental releases of hazardous materials from City water and wastewater facilities. The current primary hazardous chemicals of concern include chlorine and sulphur dioxide gases which are utilized at City water and wastewater treatment facilities or other hazardous materials commonly used in water and wastewater facilities in the United States, as well as other chemicals at the treatment facilities now and in the future which do not exceed "potential hazards" as listed in the *North American Emergency Response Guidebook*, 2000 edition, "Guide Section #124," page 212. A Hazardous Materials Response (HAZMAT) Team has been established to perform work to handle and control leaks or spills requiring close approach to a substance. The team will respond to releases or potential releases of hazardous substances for the purposes of control and stabilization of an incident. The team shall consist of a minimum of five (5) members as follows: one (1) incident commander, two (2) entry personnel, and two (2) decontamination/rescue personnel. Incident Command functions shall normally be conducted by Redding Municipal Utility Managers or RIEO Supervisory/Confidential Unit employees. Entry and decontamination functions shall normally be conducted by water and wastewater treatment plant staff. If a sufficient number of Redding Municipal Utility Managers or RIEO-affiliated team members are not on site, any team member may be assigned to any role on the team for which they are qualified. In addition, the City may cross-train employees on all functions of the team, regardless of Union or non-Union affiliation.

In addition to training for and response to hazardous materials releases at wastewater and water treatment facilities, as noted above, team members will train for and respond to hazardous chemical releases outside of Redding Municipal Utilities water and wastewater treatment facilities and within the Redding Fire Jurisdiction requiring the performance of decontamination duties and tasks only, as distinguished from entry and rescue duties and tasks.

Members of the team must be proven qualified and capable of performing during response conditions. Such conditions may cause high levels of exposure to toxic substances which pose danger to employees and require immediate attention. For those incidents where the substance can be absorbed, neutralized, or otherwise controlled at the time of release by any employee in the immediate release area, or by maintenance personnel, such incidents shall not be considered an emergency response within the scope of this program.

Participation on the team will be voluntary. All members of the team must be willing to actively participate in all required elements of the program.

Training and testing will be paid by the City and conducted during City work hours.

The number of members on the team and the time frame in which additional members will be included will be determined by the City. However, the ratio of RIEO represented team members to non-RIEO represented team members will not be fewer than three to one, excluding Unrepresented Management Employees, provided adequate numbers of RIEO team members are available.

MINIMUM STANDARDS:

- A. Must be a full-time employee with no medical condition, or other conditions, which require(s) any restriction of work duties required of team members. Employees will be removed from the team if they are unavailable or expected to be unavailable for response when called or unfit for duty for a period of at least sixty (60) days.
- B. Must successfully pass a pulmonary function test, a respirator fit test and medical history review, as determined by the City's physician. Testing will be paid by the City. If the employee fails any of the said tests and one subsequent retest and chooses to challenge the results, the costs of further testing will be borne by the City, with covered costs limited to one City-approved pulmonary specialist and subsequent tests prescribed by that specialist. During the period of such subsequent testing, but not longer than sixty (60) days, current City-certified team members may participate in all team activities with the exception of those that require donning a self-contained breathing apparatus (SCBA). If the results of such subsequent testing reveal the affected employee cannot be cleared for SCBA and HAZMAT duties, the member shall be removed from the team.
- C. Must successfully pass a basic physical fitness test. Testing will consist of medically qualifying with a blood pressure of 150/90 or less and completing the obstacle course at the Stillwater Plant (patterned after the Butte College HAZMAT course) while suited up in a Level "A" response suit. The course will include activities such as moving tools, walking up and down obstacles, opening and closing valves, installing a chlorine repair kit, and simulated victim rescue. The minimum time limit on respirator air will be twenty (20) minutes, and the maximum time on air will be thirty (30) minutes, with a maximum use of 2,500 pounds of air when the ambient air temperature at the staging location is 75 degrees Fahrenheit or lower. Whenever the ambient air temperature is greater than 75 degrees, an additional 100 pounds of air will be allowed for up to every two (2) degrees Fahrenheit increase in temperature above 75 degrees, so that 76 to 77 degrees would allow 2,600 pounds, 78 to 79 degrees would allow 2,700 pounds, etc. Temperature readings will be rounded to the nearest full degree.
- D. Must successfully complete a minimum of twenty-four (24) hours of hazardous materials emergency response training as defined by the California Code of Regulations, Title 8 of the General Industrial Safety Orders Section 5192 Hazardous Materials Technician, including actual corrective response exercises utilizing a self-contained breathing apparatus and a Level "A" response suit. Team members must also successfully complete a minimum of sixteen (16) hours of hazardous materials emergency response training as defined by the California Specialized Training Institute (CSTI) for First Responder Operational-Decontamination.
- E. Upon completion of items A through D, above, must participate as a HAZMAT team member during at least one (1) City combined water and wastewater emergency response training exercise.
- F. Employee must commit to maintaining physical conditioning as needed to qualify for the team. To the extent practicable, team members will receive approval from their supervisor to modify work schedules in order to assist employees in maintaining their physical condition.
- G. Employee must commit to serving on the team for twelve (12) consecutive months, including active participation in training, planning, and maintenance activities related to the team. Employee must respond to incidents when called and fit for duty.

- H. Employee must commit to maintaining facial hair such that it does not come between the sealing surface of the face-piece and the face or such that it does not interfere with valve function.
- I. Pursuant to California Code Regulations Title 8, General Industrial Safety Orders Section 5192, the City will certify employees who have completed required training and who are eligible to participate on the HAZMAT Team.

MAINTAINING QUALIFICATION: The following standards must be satisfied:

- A. Items A, B, C, F, G, and H, above, must be successfully repeated annually, or more often if advised by the City's physician. Any failure will require retesting which, if not successful within sixty (60) calendar days of original failure, will result in City removing the employee from the HAZMAT Team until the employee is re-qualified.
- B. Annually, participate as a HAZMAT Team member during at least two (2) different City combined water and wastewater emergency response training exercises, which will be scheduled quarterly, or whenever possible. Medically qualify and properly utilize a SCBA and a Level "A" training suit during at least two of these exercises or during additional obstacle courses as approved by the Water or Wastewater Utility Manager.
- C. Annually, participate in at least six (6) of the monthly equipment checks, procedure reviews, or tailgate safety discussions on hazardous material issues of concern with supervisory staff at the employee's primary work site.
- D. In addition to Items A, B, and C, above, annually successfully complete a minimum of eight (8) hour HAZMAT re-certification training.

RE-QUALIFICATION: Before being reinstated to the HAZMAT Team, the employee must satisfy the deficiency(ies); provide a medical release for full work duties as approved by the City physician; complete Minimum Standards item "C," above; and meet any requirements defined in this agreement that have lapsed since the last training cycle.

ELIGIBILITY: Effective June 27, 2017 HAZMAT team participants will be selected from the following classifications:

- Public Works Supervisor regularly assigned to Water Treatment
- Public Works Supervisor regularly assigned to Wastewater Treatment
- Public Works Supervisor regularly assigned to Wastewater Collections
- Public Works Supervisor regularly assigned to Water Distribution
- Working Supervisor – Water Plant
- Working Supervisor - Wastewater Plant
- Senior Water Plant Operator
- Senior Wastewater Plant Operator
- Water Treatment Operator
- Wastewater Treatment Operator

In order to balance and maximize the HAZMAT team's familiarity with each treatment facility where chlorine or sulfur dioxide are stored, the filling of future treatment plant related vacancies will be done with the objective of achieving the following distribution of ten (10) treatment related positions:

- Water Treatment – (1) Public Works Supervisor and (3) eligible treatment positions from Water Treatment.
- Stillwater Treatment – (1) Public Works Supervisor and (2) eligible positions from SWTP.
- Clear Creek Treatment – (1) Public Works Supervisor and (2) eligible positions from CCWTP.

The City is willing to meet with RIEO and discuss changes to the RIEO HAZMAT team, as the need arises, if the team is to be reduced, expanded, or there is a delay in filling vacancies. All current team members as of June 27, 2017, will be grandfathered to the team. Once the current Industrial Waste Analyst departs from the team, the City will endeavor to backfill the vacancy with an eligible position from one of the three plants.

It is the City's intent to balance staffing between the Wastewater and Water Treatment plants, using the maximum number of team members identified at each plant. When vacancies occur, the plant with the least number of team members will be offered the position first. The position will be offered to the most senior person. Should there be two plants with an equal number of team members, but less than the identified number for the plant, the position will be offered to the individual in the qualified position, who has the most seniority. If the most senior candidate is not qualified or does not accept the position the City will strive to fill the position through the lines of progression within the same impacted plant.

The City retains its discretion whether or not vacancies are filled. However, the ratio of RIEO represented team members to non-RIEO represented team members will not be fewer than three to one, excluding Unrepresented Management employees, provided adequate numbers of RIEO team members are available.

If the City decides to fill a vacancy, the City will endeavor to fill the vacant position within 90 days. If it cannot be filled within the 90 days, the City will discuss the matter with RIEO. When a member takes a position outside of the defined eligible staff, that member shall forfeit the position on the team. City will endeavor to maintain a position on the team for either the Public Works Supervisor Distribution or Public Works Supervisor Collections but not for both.

Newly qualified employees who meet the Minimum Standards will not cause the removal of existing qualified employees who continue to meet the Minimum Standards for the length of any existing qualified employee's one-year commitment.

COMPENSATION: Fully qualified team members who are certified by the City and who continue to remain fully qualified for the team shall receive a six-and-one-half percent (6.5%) pay differential rolled into base compensation.

The City may reduce or increase the number of compensated positions on the HAZMAT response team if it deems such a measure necessary. In such circumstances, the eligibility provisions will govern who is certified and remains on the team. Where there are no team openings, at the supervisor's discretion, individual employees who request team membership and certification and who meet all eligibility criteria may volunteer to participate in selected training activities. These activities include: Minimum Standards Items B, C, and D (but do not include participation on HAZMAT-related committees). Volunteers will not receive HAZMAT compensation to maintain their qualifications for future openings.

EXHIBIT "E"
STANDBY DUTY - CERTIFIED WATER TREATMENT OPERATOR PERSONNEL

Pursuant to the Memorandum of Understanding between the City of Redding and the Redding Independent Employees Organization-Clerical, Technical and Professional Unit, certain classifications and positions in the City's Municipal Utilities services are subject to routine or periodic emergency call-back as an inherent and integral part of their assigned job responsibilities in order to provide continuous public services. In addition, Department Directors, or their designees, will be responsible for determining the circumstances requiring employees to be placed on standby duty periods. Personnel shall be provided two (2) weeks advance notice of standby duty period. Employees placed on standby duty shall be qualified to safely perform such duties with skill and efficiency.

- A. The City will establish a method for employees to volunteer for standby duty periods. Initially, seniority will establish the rolling list with later additions or changes made to the bottom of the list, with the exception of trades per item "G" below. In the event no one volunteers for a standby duty period, the City shall assign an employee to serve. Employees will be assigned based on standby duty served during the previous 12-month period. That is, the employee with the least amount of standby duty will be assigned. Certified Water Treatment Operator personnel will serve on standby duty for intervals up to one (1) week.
- B. The employee on standby duty shall be required to carry a cellular telephone and/or pager at all times while on standby duty and remain within sixty minutes response time in order to be available for call-out. Telephone and paging equipment will be supplied by the City.
- C. Standby personnel shall be required to be fit-for-duty and shall report to their normal headquarters as soon as possible within sixty (60) minutes. An employee on standby duty may, following notification of their supervisor, take a City vehicle home during the period for which that employee is on standby duty.
- D. Standby personnel shall be required to respond unless the employee can provide just cause for not responding. If the employee is unable to respond for any reason, the employee must notify the supervisor as soon as possible. Any employee who is unable to fulfill their commitment to a standby duty period shall forfeit standby compensation for an entire day, twenty-four (24) hour period. An employee on standby duty will be required to respond to call-outs related only to water treatment plant alarms, water quality complaints, or intrusion alarms activated in treatment plant facilities.
- E. Compensation for standby duty periods shall be paid as follows: one and one-half (1.5) hours' overtime for each day on standby and three (3) hours of overtime for fixed holidays except for those holidays designated as floating holidays by the current Memorandums of Understanding.
- F. In addition to compensation for standby duty, the overtime provisions of Article 12.6 shall apply if the employee assigned to standby duty is required to respond. Overtime will commence at the time the employee receives the call-out. If any employee receiving a call-out is able to resolve over the telephone the circumstances which gave rise to the call-out without having had to physically respond, that employee shall receive one-half (0.5) hour of overtime compensation.
- G. Employees may trade complete standby duty periods at any time up until commencement of the duty period with prior approval of the supervisor.

EXHIBIT "F"
STANDBY DUTY - CERTIFIED WASTEWATER TREATMENT
PLANT OPERATOR PERSONNEL

Pursuant to the Memorandum of Understanding between the City of Redding and the Redding Independent Employees' Organization-Clerical, Technical and Professional Unit, certain classifications and positions in the City's Municipal Utilities services are subject to routine or periodic emergency call-back as an inherent and integral part of their assigned job responsibilities in order to provide continuous public services. In addition, Department Directors, or their designees, will be responsible for determining the circumstances requiring employees to be placed on standby duty periods. Personnel shall be provided two (2) weeks' advance notice of standby duty period. Employees placed on standby duty shall be qualified to safely perform such duties with skill and efficiency.

- A. The City will establish a method for employees to volunteer for standby duty periods. Initially, seniority will establish the rolling list with latter additions or changes made to the bottom of the list, with the exception of trades per item "G" below. In the event no one volunteers for a standby duty period, the City shall assign an employee to serve. Employees will be assigned based on standby duty served during the previous 12-month period. That is, the employee with the least amount of standby duty served will be assigned. Certified Wastewater Treatment Operator personnel will serve on standby duty for intervals of up to one (1) week.
- B. The employees on standby duty shall be required to carry a cellular telephone or pager at all times while on standby duty and remain within sixty minute response time in order to be available for a call-out. Telephone and paging equipment used for standby duty will be supplied by the City.
- C. Standby personnel shall be required to be fit-for-duty and shall report to their normal headquarters as soon as possible within sixty minutes. An employee on standby duty may, following notification of their supervisor, take a City vehicle home during the period for which that employee is on standby duty.
- D. Standby personnel shall be required to respond unless the employee can provide just cause for not responding. If the employee is unable to respond for any reason, the employee must notify the supervisor as soon as possible. Any employee who is unable to fulfill their commitment to a standby duty period shall forfeit standby compensation for an entire day, twenty-four (24) hour period. An employee on standby duty will be required to respond to call-outs related to wastewater treatment plant alarms, wastewater quality complaints, or intrusion alarms activated in treatment plant facilities.
- E. Compensation for standby duty periods shall be paid as follows: one and one-half (1.5) hours of overtime for each day on standby and three (3) hours of overtime for fixed holidays except for those holidays designated as floating holidays by the current Memorandum of Understanding.
- F. Employees may trade complete standby duty periods at any time up until the duty period has begun with prior approval of the supervisor.

EXHIBIT "G"
RIEO CLASSIFICATIONS IN DMV PULL NOTICE PROGRAM

CLASSIFICATION	CLASSIFICATION
Assistant Engineer	Public Works Supervisor
Assistant Planner	Public Works Supervisor - Water
Assistant/Redevelopment Community Project Coordinator	Recreation Supervisor I
Associate Civil Engineer	Recreation Supervisor II
Associate Environmental Specialist	Reprographics Technician I
Associate Planner	Reprographics Technician II
Associate/Redevelopment Community Project Coordinator	Reprographics Technician III
Building Inspector	Senior Building Inspector
City Surveyor	Senior Fire Protection Plans Examiner
Code Enforcement Supervisor	Senior Housing Specialist
Computer/Network Technician I	Senior Plan Checker
Computer/Network Technician II	Senior Planner
Computer/Network Technician III	Senior/Redevelopment Community Project Coordinator
Convention Sales Representative	Senior Wastewater Laboratory Technician
Coordinator of Volunteers	Senior Wastewater Plant Operator - Grade IV
Database Administrator	Senior Wastewater Plant Operator - Grade V
Development Services Technician I	Senior Wastewater Plant Operator- Grade II
Development Services Technician II	Senior Water Plant Operator - T-4 (D-3)
Development Services Technician III	Senior Water Plant Operator- T-5 (D-4)
Electric Utility Distribution Technician I	Stage Technician
Electric Utility Distribution Technician II	Survey Party Chief
Electric Utility Distribution Technician Supervisor	Systems Administrator
Engineering Aid	Telecommunications Technician I
Engineering Technician I	Telecommunications Technician II
Engineering Technician II	Traffic Engineer/Planner
Engineering Technician III	Utility Field Services Supervisor
Facility Supervisor	Wastewater Compliance Coordinator
Fire Prevention Specialist	Wastewater Laboratory Technician
Fleet Shop Supervisor	Wastewater Plant Operator - Grade II
Housing Specialist I	Wastewater Plant Operator - Grade III
Housing Specialist II	Wastewater Plant Operator - Grade IV
Housing Technician	Wastewater Plant Operator - Grade V
Inspection Services Supervisor	Wastewater Plant Operator-in-Training
Janitor	Water Conservation Specialist
Junior Engineering Aid	Water Plant Operator - T-4 (D-3)
Landscape Planning Specialist	Water Plant Operator - T-5 (D-4)
Mail Courier	Water Plant Operator- T-3 (D-2)
Network Administrator	Water Plant Operator-in-Training
NPDES Coordinator	Water Systems Specialist (D3/D4)
P/W Supervisor Wastewater - Grade V	Working Supervisor - Wastewater Plant - Grade III
P/W Supervisor Wastewater- Grade IV	Working Supervisor - Wastewater Plant - Grade IV
Personnel Analyst I	Working Supervisor - Wastewater Plant - Grade V
Personnel Analyst II	Working Supervisor- Water Plant Grade T-4/T-5 (D-3/D-4)
Plan Check Engineer	Working Supervisor- Water Plant- Grade T-5 (D-4)
Project Coordinator	
Public Works Inspector	

exempt from signing an Authorization for Release of

Driver Record Information for as long as they hold that same classification.