



CITY OF RED BLUFF

555 Washington Street Red Bluff, California 96080 (530) 527-2605 Fax (530) 527-7036 www.cityofredbluff.org

SIDE LETTER OF AGREEMENT
BETWEEN THE CITY OF RED BLUFF AND
THE UNITED PUBLIC EMPLOYEES OF CALIFORNIA, LOCAL 792 (UNION)
AGREEING TO MODIFY THE CITY OF RED BLUFF MOU
WITH THE FIRE UNIT
(effective July 1, 2021 – June 30, 2024) AS FOLLOWS:

The City and the Union mutually agree to modify section 13.03.00 Holiday Pay, and 25.00.00 Uniform Allowance and add new section 15.07.00 Deposits to the MOU as set forth below. The new Section 13.03.00 and 25.00.00 language shall replace the existing Section 13.03.00 and 25.00.00 language in its entirety.

NEW 13.03.00 Holiday Pay

In lieu of holiday time off for observed City holidays as noted in Section 13.01.00, 56-hour employees shall be compensated at straight time for four (4) holidays recognized by the City. Each 56-hour employee shall receive 11.2 hours of time for each holiday whether worked or not to an aggregate total of 44.8 hours per year (which includes the new Federal Holiday of Juneteenth). Beginning the first full pay period of fiscal year 2021/22, paid on July 30, 2021, employees will be paid 3.73 hours per pay period (44.8 ÷ 12 pay periods) to compensate them for the full 2021 calendar year. Beginning pay period ending January 7th, 2022, employees will be paid 1.72 hours per pay period (44.8 ÷ 26 pay periods). Such hours shall be paid at the current straight time wage. Holiday Pay can be viewed on a Detail Register Report provided by the City each pay period until the employee decides to opt out. 40-hour employees who are required to work on a holiday shall be compensated at a rate of one and one-half times (1½).

NEW 15.07.00 Deposits

The City shall deposit to a separate savings or checking account the amount of the employees' choosing upon the request of the employee. This amount can include Uniform Allowance, Holiday Pay, and any other amount at the employee's discretion. The employee is responsible for setting up and maintaining their own bank accounts and submitting the required bank authorization paperwork to Human Resources.

NEW 25.00.00 UNIFORM ALLOWANCE

25.01.00 Amount

Beginning the first full pay period of fiscal year 2021/22, paid on July 30, 2021 Employees under this agreement who are required to wear uniforms shall receive a uniform allowance of \$30.77 per pay period. Employees are required to purchase and

maintain boots as part of their required uniform. Uniform Allowance can be viewed on a Detail Register Report provided by the City each pay period until the employee decides to opt out. Employees under this agreement shall receive a onetime non-PERSable side letter agreement ratification bonus of eight hundred dollars (\$800.00) to be paid out on July 16, 2021.

25.02.00 Payment for New Employee

Upon hire, a new employee shall be eligible for the City to purchase required uniforms on their behalf, not to exceed the amount of four hundred dollars (\$400.00) with approval from the Fire Chief or Division Chief. Upon hire new employees will accrue uniform allowance as other unit members.

Approval.

This side letter was approved by the Red Bluff City Council on _____:

Mayor

Date

City Manager

Date

For the Union:

Representative

Date