



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 15.02.00 Unit Wages by adding the language to the MOU as set forth below. The City and the Union also mutually agree to modify section 15.05.00 Salary Steps to the MOU as set forth below.

15.02.00 Unit Wages

The City will implement the Salary Recommendations in the Compensation Report as approved by City Council on June 6, 2023, and is publicly available on the City's website, as follows:

Effective the first full pay period after July 1, 2023, a Step F (5%) will be added to the Salary Schedule for all classifications covered by the Union. All employees that have served 12 months or longer in Step E in their current classification will automatically move to Step F at that time.

Effective the first full pay period after July 1, 2023, the first half of the remaining percentage increase (-5% for Step F from total). Effective the first full pay period after July 1, 2024, the second half of the remaining percentage increase (-5% for Step F from total). Those classifications listed in the Compensation Report that showed compensation at or over Market Median in the Salary Recommendations shall not have their salaries reduced. An illustration of the implementation plan and salary tables as outlined above (including the 3% base salary increases) is attached hereto as Appendix "D".

The Compensation Report as approved by City Council on June 6, 2023, including the Salary Recommendations shall remain publicly available on the City's website for the duration of this contract at the following location:

https://www.cityofredbluff.org/departments/human_resources_home/resources.php

15.05.00 Salary Steps

The City has a ~~five~~ **eight** step salary schedule for all represented fire unit employees. An illustration of the ~~5~~ **8** step increase schedule is attached hereto as Appendix "C" and incorporated by reference.

APPENDIX "C"

Fire Department Step Increase

Upon Hire	After 6 Months	After 1.5 Years	After 2.5 Years	After 3.5 Years	After 4.5 Years	10 Years	20 Years
A	B	C	D	E	F	Longevity	Longevity
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Base Pay	5%	5%	5%	5%	5%	5%	5%

APPENDIX "D"

Salary Recommendation Implementation

<i>Fire</i>	<i>STEP F</i>	<i>FY 23/24**</i>	<i>FY 24/25</i>	<i>TOTAL</i>	<i>Salary Recommendations</i>	<i>Base Salary Increase for FY 23/24</i>	<i>Difference</i>
Firefighter	5.0%	6.8%	3.8%	15.6%	12.6%	3.0%	0.0%
Engineer	5.0%	4.9%	1.8%	11.7%	8.7%	3.0%	0.0%
Captain	5.0%	4.4%	1.4%	10.8%	7.8%	3.0%	0.0%
**Includes previously negotiated 3% raise							
Only considering negotiated increase, not up for renegotiation until 2024							

Approval.

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

Mayor

Date

City Manager

Date

For the Union:

Representative

Date