

CITY OF REDLANDS AND REDLANDS POLICE OFFICERS
ASSOCIATION SIDE LETTER OF AGREEMENT (2019)

This Side Letter of Agreement amending the July 1, 2018 – June 30, 2023 Memorandum of Understanding between the Redlands Police Officers Association (“RPOA”) and the City of Redlands (“City”) is made and entered into this 17th day of December, 2019. RPOA and City are sometimes individually referred to herein as a “Party” and, together, as the “Parties.”

RECITALS

WHEREAS, on January 10, 2018, RPOA and City agreed to a Memorandum of Understanding (“RPOA MOU”) for the period of July 1, 2017 to June 30, 2023; and

WHEREAS, the Parties now wish to clarify their intentions with respect to Articles 22, 23, and 24 of the RPOA MOU; and

WHEREAS, representatives of City and RPOA have met and conferred in good faith, and now wish to effect changes with respect to Articles 22, 23, and 24 of the RPOA MOU;

NOW, THEREFORE, in consideration of the mutual promises contained herein, and for other good and valuable consideration, the receipt of which is hereby acknowledged, RPOA and City agree as follows:

AGREEMENT

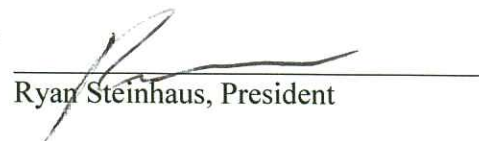
Notwithstanding any other provision of the RPOA MOU, for the period of January 1, 2020 through and including June 30, 2020, no unit member shall be permitted to “sell,” “buy back,” “cash-out,” or otherwise convert to cash, by any manner, any sick leave or vacation leave (collectively, “Leave”) accrued by a unit member for any purpose. Leave will continue to be available to a unit member as compensation for time missed from work as appropriate. During the period of January 1, 2020 through and including June 30, 2020, City and RPOA mutually agree to continue to participate in good faith discussions regarding modifications to Articles 22, 23, and 24 of the RPOA MOU relating to unit members’ possible constructive receipt of income in connection with their respective accrued Leave.

CITY OF REDLANDS

REDLANDS POLICE OFFICERS
ASSOCIATION



Paul W. Foster, Mayor



Ryan Steinhaus, President

Attest:



Jeanne Donaldson, City Clerk