

CITY OF REDLANDS AND THE REDLANDS ASSOCIATION OF
DEPARTMENT DIRECTORS SIDE LETTER OF AGREEMENT (2018)

This Side Letter of Agreement amending the July 1, 2018 – June 30, 2023 Memorandum of Understanding between the Redlands Association of Department Directors (RADD) and the City of Redlands (“City”) is made and entered into this 3rd day of December, 2019. RADD and the City are sometimes individually referred to herein as a “Party” and, together, as the “Parties.”

RECITALS

WHEREAS, on December 5, 2017, RADD and the City agreed to a Memorandum of Understanding (“RADD MOU”) for the period of July 1, 2018 to June 30, 2023; and

WHEREAS, the Parties now wish to clarify their intentions with respect to Article 14, Section F, and Article 18 of the RADD MOU; and

WHEREAS, representatives of the City and RADD have met and conferred in good faith, and now wish to effect changes with respect to Article 14, Section F, and Article 18 of the RADD MOU;

NOW, THEREFORE, in consideration of the mutual promises contained herein, RADD and the City agree as follows:

AGREEMENT

Section 1. Article 14, Section F, of the RADD MOU, entitled “Annual Leave,” is hereby amended to read as follows:

“For the calendar year 2019, unit Employees may elect to convert up to 392 hours of Annual Leave earned in the following calendar year to cash to be paid during the first week of May, the first week September, and the last week of December of each year. For every subsequent calendar year, such election by a Unit Employee shall be made in November of such year. This election is irrevocable and may not be changed after the election is made. Only amounts earned in the current year prior to the cash out date may be elected to convert to cash. A total of 50 hours of annual leave must be on the books at the time of the “cash-out” date in order for payment to be made. If a Unit Employee does not have the elected amount of hours available at the time of payout, they will be paid the hours that are available above the 50 hours required to remain on the books.”

Section 2. Article 18 of the RADD MOU, entitled “Deferred Compensation” is hereby amended to read as follows:

“All Unit Employees are eligible to participate in the City’s Deferred Compensation Plans, 457 (b) and 401 (a), as provided for in State and federal Tax Codes. The City will contribute \$1125 + 2% of base salary per year to a 401(a) plan for each unit Employee. Each Unit Employee may defer compensation to the 457(b) Plan in accordance with Plan Provisions.

Unit Employees hired before December 31, 2005 shall convert all Annual Leave in excess of 600 hours into the 401 (a) program on the first pay period of August each year. Any amount in excess of the maximum amount allowable will remain in the unit members annual leave bank.

Upon separation from the City, Unit Employees shall deposit the cash value of Annual Leave to the 401(a) program up to the maximum amount allowed by law. Any leave over the maximum allowable amount will be paid out in cash.”

CITY OF REDLANDS


Paul W. Foster, Mayor

REDLANDS ASSOCIATION OF
DEPARTMENT DIRECTORS


Chris Boatman, President

Attest:


Jeanne Donaldson, City Clerk